WORK MOTIVATION AND INTENTION TO STAY AMONG GENERATION Z HOSPITAL NURSES IN KIDAPAWAN CITY

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Abstract: This study aimed to determine the work motivation and intention to stay of Generation Z hospital Nurses in Kidapawan City. Using descriptive and predictive research design, this study was conducted in four private hospitals and one government hospital in Kidapawan City, a component city of Kidapawan. The researcher intended to survey Generation Z nurses in eight hospitals, but some of the hospital's administrators were not allowed to conduct the survey. A total of 59 Gen-Z nurses participated in the study through complete enumeration. This study utilized researcher uses an adapted questionnaire from MPRA/Journal of Emerging (2011) Technology and Innovative Research and Journal (2019) with content validity index results of 0.99,0.99 and 0.98 used for data gathering. The result shows the level of work motivation of Generation Z nurses in terms of intrinsic and extrinsic work motivation, and respondents had a high positive level of work motivation. Meanwhile, in terms of the intention to stay with an indicator of the company work environment and opportunity for growth, there was a high intention to remain in the institutions and be likely to continue their employment—furthermore, the result of the relationship between work motivation and intention to stay among Gen-Z nurses. The results revealed a significant, positive relationship between intrinsic and extrinsic work motivation. They showed that intrinsic and extrinsic work motivation significantly influenced the intention to stay among Generation Z nurses.

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INTRODUCTION

Building a cooperative working relationship with managers is essential, as Gen Z nurses often face partnership challenges (Serafin et al., 2020). In addition, Gen Z nurses anticipate an excellent work-life balance in the profession. Nevertheless, rather than leaving due to financial difficulties, many employees depart because their employers failed to live up to their expectations (Kuzior et al., 2022). This generation is more likely to experience challenges from other nurses, negatively impacting their motivation to work and desire to remain in healthcare organizations. They also suffer from high levels of burnout and emotional exhaustion due to their growing workload, traumatic exposure, and lack of resources (Sherman et al., 2021).

In the global context, there is a greater need for nurses Because of a sharp decline in healthcare professionals over the past several years (Woodward & Willgerodt, 2020). To participate effectively, one must comprehend the reasons behind this generational group's decision to become nurses (McDiarmid et al., 2021; Marznaki et al., 2021). The factors influencing Generation Z's career choices in nursing remain unexplained; recent events like the COVID-19 epidemic and a growing older population have highlighted the nurses' vital role in healthcare systems (Shun, 2021). Furthermore, chronic exposure to patients' suffering, loss, and death, excessive work pressure, and an unbalanced patient-to-nurse ratio have all led to burnout and the departure of several nurses (He Xingyue et al., 2024).

In the context of the Philippines, stress, anxiety, and depression have increased among nurses, highlighting the need for more mental health support. Filipino Gen Z nurses have seen various adverse effects, including a labor shortage, reduced services, and longer wait times for required medical care (Corpuz, 2022). Meanwhile, more funding must be allotted to nursing education, especially in disadvantaged areas, to address the shortage of nurses. 2022 saw Robredo et al. Furthermore, the government should investigate ways to offer them financial incentives, better wages, and permanent positions in the Department of Health to encourage them to stay in the country (Alibudbud, 2023). However, if their aspirations and the workplace do not align, their first job might be quickly abandoned, or worse, they might decide to quit nursing entirely (Alcancez., 2019). Furthermore, Gen Z nurses hope to be acknowledged by their peers for their efforts in the future, which they value more than money or professional growth (Maravilla, 2021).

A comparable incident occurred at Kidapawan Hospital. Whether it is a public or private hospital, prior research has demonstrated that a more profound understanding is required to support Gen Z nurses in their day-to-day work, including setting a fair salary, providing high-quality training and collaboration, and bolstering their career development in the healthcare sector (Ahlstedt, C. 2024). This study aims to ascertain the degree of work motivation and intention to stay among Kidapawan City's Gen

Z hospital nurses. In addition to developing measures to enhance work happiness and raise the possibility that Gen Z nurses will remain in their existing positions, this study looks into potential concerns regarding their retention and turnover rates. It can also gather relevant information confirming the connection between Gen Z hospital nurses' drive for work and their intention to continue in the field.

Theoretical Framework

Two motivation theories serve as the foundation for this study, which aims to comprehend the work motivation and intention to stay of Kidapawan City's Gen-Z hospital nurses. The Vroom expectancy theory, which states that in a way to avoid employees from being disadvantaged, the quantity of work they dedicate to their work must be pretty reimbursed by satisfying their desires and demands, is based on the idea that inspired people who have confidence that their actions will result in the accurate display of Vroom's expectancy and incentives are more inclined to remain with an organization (Vroom, 1964; Weninger, 2020).

Good perspectives on work, different people within the framework of existence, and inherent potential are mainly motivated by Herzberg's theory, personal development, and fulfilled desires (Herzberg et al., 1959). However, the Concept of Motivation discusses that there are two types of motivating factors at work: 1) dissatisfiers (hygiene factors), which are components like conditions at work, wages, interactions with colleagues, managerial procedures, payment satisfaction, and guidance that cause job dissatisfaction; and 2) satisfies (motivators), which are elements like accomplishments, acknowledgment, responsibilities, and advancement in career that drive satisfaction with work. Herzberg explained how an individual could simultaneously be equally happy and unhappy at work using this structure of thought (Herzberg, 1966). The theory additionally demonstrated how all of these elements operate independently and highlighted how crucial it is to comprehend and advocate for workers' various needs to improve satisfaction with work and overall well-being. These outcomes impact organizational and human resources management (Charlotte Nickerson, 2023).

Conceptual Framework

INDEPENDENT VARIABLES

WORK MOTIVATION
- ● Intrinsic

- ●Extrinsic

DEPENDENT VARIABLES

INTENTION TO STAY

- • Company Work Environment
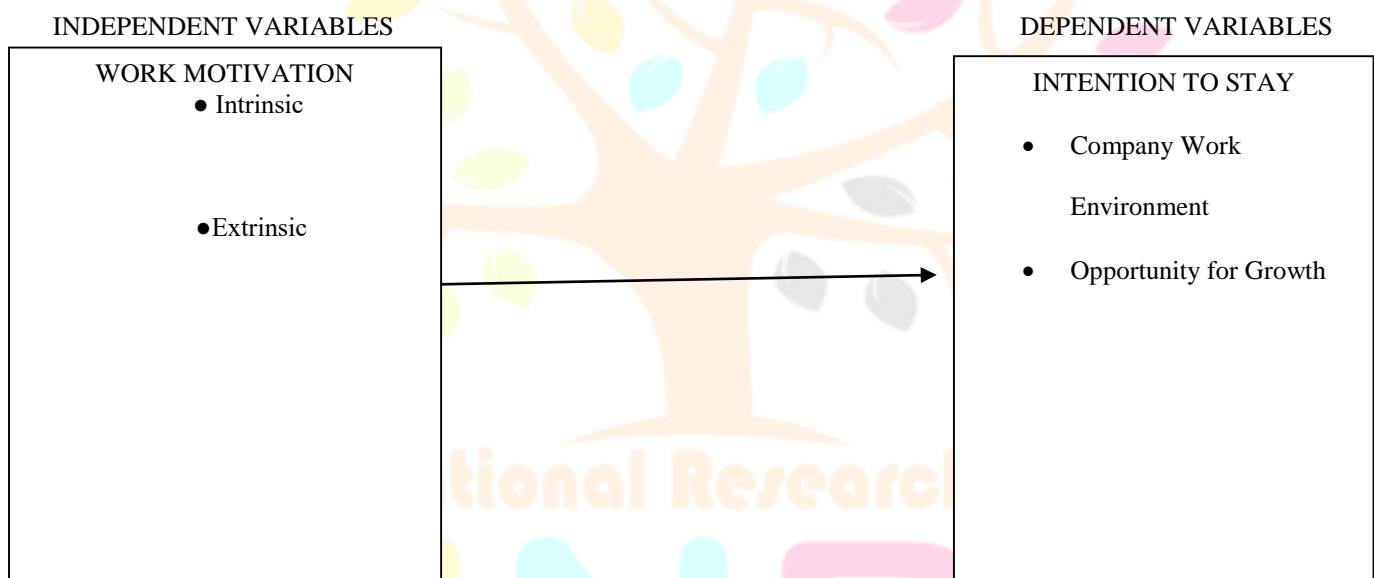- • Opportunity for Growth

Figure 1. Research Paradigm

Figure 1 shows the conceptual framework of the study. It displays the independent variables and dependent variables. The independent variables are comprised of intrinsic work motivation and extrinsic work motivation. On the other hand, the dependent variable is the Intention to Stay, which comprises the company work environment and the opportunity for growth. The arrow signifies the relationship between the independent and dependent variables.

Statement of the Problem

Generally, this study aimed to determine the work motivation and intention to stay of Generation Z hospital Nurses in Kidapawan City. Specifically, the study sought to answer the following questions.

1. What is the level of work motivation of Generation Z nurses in terms of;
   1.1 Intrinsic, and
   1.2 Extrinsic?
2. What is the level of intention to stay of Generation Z nurses in terms;
   1.1 Company Work Environment; and
   1.2 Opportunity for Growth?
3. Is there a significant relationship between work motivation and intention to stay of Generation Z nurses?
4. Does work motivation significantly influence the intention to stay of Generation Z nurses?

Null Hypotheses

Ho1. There is no significant relationship between work motivation and the intention to stay of Generation Z nurses.

Ho2. The work motivation does not significantly influence the intention to stay of Generation Z nurses

RESEARCH METHODOLOGY

This chapter presents the research methods used to conduct this study. This includes the research design, setting, participants, measures, ethical considerations, procedures, statistical tools, and the scope and limitations of the study.

Research Design

A descriptive, predictive research design was used in the study. A method of investigation that describes the characteristics of the general population, samples, or phenomena under research is referred to as descriptive analysis. This approach emphasizes the "what" aspect of the research topic more than the "why." When these research approaches are correctly incorporated, participants can obtain helpful data that improves making choices and encourages growth and development. This research design presents an overview of the events and helps the organization prepare for future occurrences (Page 63 of Matanda, 2022).

Conversely, descriptive predictive design uses statistical model analysis approaches to forecast future occurrences or trends to forecast future outcomes based on present data and patterns (Creswell, J.W., 2014). In light of this, the study aims to ascertain the degree of work motivation and retention intention among Kidapawan City's Gen-Z hospital nurses. Last but not least, the researcher used a statistical method known as regression analysis to characterize the direction and intensity of a relationship between work motivation and intention to stay or to enhance significant correlations further using Spearman Rho. Thus, this method enabled the researcher to ascertain which variable is most important positively.

Setting

The study was conducted in four private hospitals and one government hospital in Kidapawan City, a component city of Kidapawan. Initially, the researcher intended to survey Gen-Z nurses in eight hospitals, but some still needed consent to conduct the survey.

I selected this site to conduct my research study because it makes it simple to obtain resources, expertise, and information about my workplace. This will enable me to integrate my research activities with my regular responsibilities. Furthermore, my familiarity with the environment and the relationships I have cultivated within the institution will allow me to avoid potential difficulties, maximize the knowledge already in place, and enhance the possible relevance of my study's findings.

Participants

Research respondents were selected through complete enumeration. Specifically, 59 Gen-Z nurses participated in the study. The age range was from 21 to 27 years old, male or female, and they had been employed at the hospital they were in for at least six months.

Measures

The researcher used an adapted questionnaire developed by the MPRA/Journal of Emerging Technology (2011) and Innovative Research and Journal (2019). Permission was sought to use the instrument, and the organization granted permission. The instrument consists of three parts. Part 1 of the questionnaire covered intrinsic work motivation; Part II was extrinsic work motivation. Part III was the intention to stay, measured through a Likert scale: 5 = strongly agree, 4 = agree, 3 = neutral, 2 = disagree, 1 = strongly disagree.

Intrinsic Work Motivation and Extrinsic Work Motivation

Scale	Description	Interpretation
5 Towards work.	Strongly Agree	This indicated a very high level of motivation and enthusiasm
4	Agree	This indicated a high positive level of motivation towards work.
3	Neutral	This indicated a moderate level of motivation towards work.
2	Disagree	This indicated a low level of motivation towards work.
1	Strongly Agree	This indicated a shallow level of motivation Towards work.

Intention To Stay

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Scale	Description	Interpretation
5	Strongly Agree	Respondents had a very high intention to stay in the institution Moreover, they are deeply committed to the organization.
4	Agree	Respondents had a high intention to stay in the institution and are likely to continue their employment.
3	Neutral	Respondents were undecided about their intention to stay in the Institution.
2	Disagree	Respondents had a low intention to stay in the institution and I may be considering exploring other opportunities.
1	Strongly Disagree	Respondents had a very low intention to stay in the institution Moreover, they are highly likely to leave shortly.

Ethical consideration

Social Value. This study aimed to determine the factors influencing the intention to stay among Gen Z hospital nurses in Kidapawan City, specifically those Gen Z nurses working in the hospital. The results of this study will provide an idea to the hospital's top management of the factors that influence Gen Z nurses' decisions when they stay in the hospital. Research results will be disseminated to the hospital, specifically to those who will benefit the most.

Risks and Benefits. The questionnaire asked about the participants' personal experiences, which entailed personal reflections. Rest assured that the study will be used for research purposes only. The benefits of this study are that it can help the researchers initiate intervention activities that can address the experiences the researchers have incurred. This research will serve as a foundation for establishing focused, therapeutic actions by understanding the participants' personal experiences. These interventions will address and enhance the specific experiences the researchers will have faced in their duties and responsibilities, ultimately promoting a more positive and productive work environment for everybody concerned.

Voluntary Participation. The respondents' participation in this study was voluntary. They have the right to refuse to participate if they do not feel comfortable in any way. Moreover, even if they initially decided to participate, they have the right to withdraw from the study at any time without penalty. If the respondents withdraw from the study, all information they have provided will not be included in the data collected.

Privacy and Confidentiality. In the gathering, retaining, and processing of personal data, researchers followed the criteria of transparency, legitimate purpose, and proportionality (Data Privacy Act of 2012). In terms of privacy and confidentiality, the respondents will be given the freedom to stay anonymous. Even if the respondents indicated their names and other identifying information, it would not be associated with any part of the written report of the research. The data gathered in this study will be kept confidential. If this research study is published in the future, any information indicated in the material will not reveal the respondent's identity in any way.

Moreover, the researcher will only accept people connected with the study who will ask for any information about the data gathered. All the data gathered will be kept strictly confidential and accessible only to the researchers. After the study, the participants may receive a copy of the results if they ask for it. Lastly, Provisions are present in the proposal for adequate handling and disposal of collected information, which will be disposed of accordingly after the study.

Procedure

Research is an analytical and methodical process. It involves a step-by-step procedure in all its analytical and methodical research. It involves a step-by-step procedure in all aspects to ensure the quality of the results. To collect the data required for the study, which ran from December to July. Further, the researchers followed the following organized procedure: The researcher submitted a proposal to the office of the program chair of the Master of Arts in Nursing Graduate Studies. After a series of corrections from the panel, the researcher defended the paper in front of them. The researcher wrote a letter to the Graduate School asking permission to conduct the study. The researchers then drafted a letter to the supervisors and managers requesting permission to conduct the survey. The letter included a comprehensive and detailed explanation of the research goals and objectives and the questions that must be answered. The researchers considered the availability of the respondents. The researcher set a schedule for the study to be conducted. After the schedule was set, the researchers introduced themselves. Afterward, the researchers started the survey and explained the matter and the research process. If the respondents agreed on the method, the researchers gave the instrument for them to fill out the needed information based on their experiences or perceptions about the provided statements. After the conduct, the researchers thanked the respondents for their valuable participation. Lastly, after the retrieval, the data had been screened, analyzed, tabulated, and interpreted.s

Data Analysis

The following statistical tools were employed in analyzing the data for this study,

Mean and Standard deviation. To analyze the statements of problem numbers, one and two variables will be used to measure the work motivation and intention to stay among Gen-Z hospital nurses in Kidapawan City.

Spearman Rho. To further enrich the significant relationship, the researcher utilized the Spearman Rho to measure the relationship between work motivation and intention to stay among Gen-Z hospital nurses in Kidapawan City.

Kernel Regression. To enrich further and analyze the level of influence of the work motivation and intention to stay among Gen Z hospital nurses in Kidapawan City.

Scope and Limitations of the Study

This study is a descriptive and predictive research design, emphasizing an in-depth understanding of the current state of affairs and projecting possible future developments based on the information acquired by summarizing a phenomenon's current state or characteristics (Malhotra, 2020). One of the primary objectives of correlational research is to help Gen Z nurses grasp important occurrences by determining the relationship between variables (Fraenkel & Wallen, 2006).In this study, the main research instrument was a descriptive predictive questionnaire. In Kidapawan City, four private and one government hospitals participated in this study. This study aimed to investigate Gen-Z hospital nurses' work motivation and intention to stay. The tool underwent only the content validity index but did not undergo exploratory factor analysis (EFA) and confirmatory factor analysis (CFA). This study may challenge due to limited Gen-Z nurses and a need for established research. Moreover, respondents were selected through complete enumeration. Specifically, a total of 59 Gen-Z nurses participated in the study. The gathering of data was done in April 2024.

RESULTS AND DISCUSSION

This chapter presents the study's key findings on the level of work motivation and intention to stay among Generation Z nurses. The results are presented in tabular form, and their implications are discussed in detail.

1. What is the level of work motivation of Generation Z nurses in terms of intrinsic and extrinsic work motivation?

Table 1. The Generation Z Nurse's Level of Work Motivation.

Indicators	M	SD	Interpretation
Intrinsic Work Motivation.	4.27	0.78	Very High
Extrinsic Work Motivation.	4.07	0.82	High
Overall	**4.17**	**0.80**	**High**

Note:4.21-5.00---Very High ;3.41-4.20---High; 2.61-3.40---Moderate; 1.81-2.60---Low; 1.00-1.80---Very Low; SD- Standard Deviation; n=59

Table 1 reveals the remarkable dedication of Generation Z nurses to their work. The overall mean of work motivation is 4.17, indicating a high level of commitment. The indicator for Intrinsic work motivation scored the highest mean of 4.27, reflecting a very high level of dedication. This underscores that Generation Z nurses are not just workers but also learners, constantly striving to advance their careers. By harnessing this determination, organizations can foster a culture of ongoing learning and growth, leading to a more knowledgeable and adaptable workforce. These results align with the findings of Duchscher and McMullen (2020), who noted that the Generation Z nurses cohort is deeply committed to continuous education and personal development. Attending conferences and workshops or participating in mentorship programs can provide motivation and new skills, and the intrinsic desire for improvement leads to an increased focus on work and the ability of a nurse to progress in their nursing career. Indeed, Malik, N., Maidin, et al. (2024) stated that strong motivation, goal orientation, and enhancing one's engagement at work are all ways that nurse personnel who exhibit exceptional dedication to their profession and high work motivation may guarantee that staff members stay devoted to the organization.

Moreover, Nurses will strive to achieve organizational objectives so people can satisfy their requirements and achieve their goals since management provides tools to control every process inside the organization, including people. Enhanced work enthusiasm can lead to enhanced job fulfillment and improved staff performance within the business. Job satisfaction and employee performance are intimately tied to work (Sobirin, 2020).

Also, the indicator of extrinsic work motivation has the lowest mean score of 4.07, which is described as high. One efficient method of offering continuous reimbursement is through a rewards system. Giving Generation Z nurses constructive criticism and acknowledging their efforts might encourage them to continue producing excellent work. Hence, the result was negated by Lavkovic et al. (2023), who stated that employee may experience extrinsic motivation if they get financial rewards from their employer or verbal praise from superiors. Aiken et al. (2022) found that Generation Z nurses may be highly interested in flexible work schedules, policies promoting work-life balance, and support for ongoing education expenses. Additionally, Nursalam et al. (2 19) specified that when trying to make someone believe that his work is pleasurable, he can use the irrelevant drive as a general connection to work and motivation.

2. What is the level of intention to stay of Generation Z nurses in terms of the company work environment and opportunity for growth?

Table 2. The Generation Z Nurse's Level of Intention to Stay.

Indicators	M	SD	Interpretation
Company Work Environment	4.09	0.92	High
Opportunity for Growth	4.29	0.77	Very High
Overall	4.19	**0.85**	**High**

Note:4.21-5.00---Very High ;3.41-4.20---High; 2.61-3.40---Moderate; 1.81-2.60---Low; 1.00-1.80---Very Low; SD- Standard Deviation; n=59

Table 2 demonstrates the potential for growth and leadership among Generation Z nurses. The overall mean of their intention to stay is 4.19, indicating a high level of commitment. The indicator for opportunity for growth scored the highest mean of 4.29, reflecting a very high level of ambition. This suggests that identifying Generation Z nurse employees who strongly desire to remain with the company lays the foundation for talent development and succession planning. An organization can leverage this dedication to develop and prepare high-potential staff members for leadership positions in the future. Investing in the development and professional advancement of Generation Z Nurses employees' careers can create a pool of qualified professionals prepared to take on essential roles within the company. These results support the findings of Mlambo, M. and Silén, C (2021), who emphasized the importance of continuous educational opportunities and persistent professional advancement for nurses. This highlights the potential for a bright future in healthcare, with a new generation of nurses ready to take on leadership roles.

Further, Xiuwen Chen et al. (2024) said that new nurse employees' career advancement should be given importance by supervisors who are called on. They ought to consider the career advancement of these people as closely linked with the progress of the hospital, as research has shown that nurses' primary motives for quitting, especially those with young nurse's employees, had been discontent with the state of their nursing careers, which included inadequate chances for further professional development, insufficient compensation, and little room for improvements. Additionally, Zeng, D et al. (2022) stated that fulfillment is defined as vigor, which indicates an elevated level of motivation and mental strength throughout function; dedication, which involves strong involvement in work, meaning achievement of work and fulfillment; and satisfaction, which is a positive, enjoyable, and effective motivating sense of employment-related satisfaction.

Also, the company work environment indicator has the lowest mean score of 4.09, which is described as high. This implies that Generation Z nurses' retention is generally high at a job where individuals express a strong desire to stay. This high morale creates an encouraging and supportive environment, which increases employee well-being, work performance, and general employment pleasure. The results corroborate the findings of Kinman et al. (2020), who stated that this ongoing focus on an advantageous outcome implies that rather than currently focusing on inappropriate conduct, research should focus more on advantageous results and their predecessors to find and inform excellent performance. On the other hand, Yahyaei et al. (2022) explained that various research investigations had shown broad agreement that managers at all ranks have to do extra to encourage the growth of current staff members, as shortages in personnel are expected to increase and affect a growing variety of medical facilities worldwide. It can be hard to determine what components of the nursing environment are most important to workforce sustainability and nurses' intention to remain in their present position. However, Kerzman et al. (2020) have noted evidence that younger and less experienced nurses are less equipped to manage complex and demanding work situations, which reduces employee satisfaction and raises the risk of quitting the field. As nurses acquire experience, they confront more moral challenges and pressures and build more robust defensive mechanisms, which reduces their susceptibility.

3: Is there a significant relationship between work motivation and the intention to stay of Generation Z nurses?

Table 3: The Test of Relationship between Work Motivation and Intention to Stay.

Work Motivation	Intention to Stay			
	r_s	p-value	Decision	Remarks
Intrinsic Work Motivation	.299	.021	Reject H_{01}	S
Extrinsic Work Motivation	.619	<.001	Reject H_{01}	S

Note: p<0.05 (Significant); S-Significant; $r_{s=}$ rho; IV- Work Motivation; DV- Intention to Stay.

Table 3 shows the relationship between work motivation and intention to stay among healthcare workers. The results revealed that there is a significant, positive relationship between work motivation in terms of intrinsic (r_s =.299, p=.021) and extrinsic motivation (r_s =.619, p=<.001) and intention to stay. These results led to rejecting the null hypothesis, as their p-values are below the 0.05 alpha significance level. Moreover, it further suggests that an increase in Generation Z nurses' intrinsic and extrinsic work motivation correlates with an increase in their intention to stay. The result affirms the findings of Reinhardt et al. (2020), who stated that Healthcare administration and management leaders can increase retention by establishing and maintaining wholesome work environments that address belongingness, affiliation, and the qualities that draw and keep nurses.

Meanwhile, nurses tend to stay in their jobs when there is trust, safety, and a sense of belonging in their professional interactions. Further, Alhadidi et al. (2023) explained that dissatisfaction, low motivation, and a desire for a more supportive work environment are why nursing staff leave their current positions. Nurses engaged in their work positively impact their intentions to stay in their occupation.

Furthermore, the result affirms Ibrahim et al.'s (2022) findings that effective leadership is crucial to this process because it serves as a mediator and produces advantageous results for all parties involved. Unfortunately, Respect-based, emotionally nonviolent, and trustworthy individuals boost team morale and foster a sense of embeddedness, which positively correlates with employee satisfaction and nurses' intention to stay in their jobs (Li et al., 2020).

4. Does work motivation significantly influence the intention to stay of Generation Z nurses?

Table 4. The Test of Influence of Work Motivation on Intention to Stay.

IS	Observed Estimate	Bootstrap SE	Z	p-value	Decision	Remarks
Mean IS	4.249	0.062	68.26	0.000		
IWM	-0.547	0.214	-2.55	0.011	Reject H_{02}	Significant
EWM	1.202	0.160	7.52	0.000	Reject H_{02}	Significant

Note: Significant if p-value <.05; R^2= 0.4571; IV-Intrinsic Work Motivation; Extrinsic Work Motivation; DV- Intention to Stay

Table 4 revealed that work motivation in terms of intrinsic (OE=-0.547, p=.011) and extrinsic motivation (OE= 1.202, p=.000) significantly influenced the intention to stay among Generation Z nurses. These led to rejecting the null hypothesis (H_{02}) as their p-values are less than 0.05 alpha significance level. Moreover, the findings were also apparent in the results of nonparametric regression analysis, in which 45.71% of the variance of intention to stay can be explained by intrinsic and extrinsic work

motivations, as indicated by an r-square of 0.4571. This would mean that 54.29% of the variation can be attributed to other factors besides work motivation. The result affirms the findings of Chen et al., 2020; and Sharif et al. (2021), who stated that employees are expected to be more intrinsically motivated and involved when they see a leader as modest, likely to result in better levels of creative production. Meanwhile, Lyu et al. (2022) specified that the work environment is a complex and ever-changing system that influences employees' commitment to the organization, job satisfaction, and intention to continue. Employees believe their needs are being met when they are driven and capable of overcoming challenges at work, encouraging them to stay in their current positions.

Also, the result corroborates the findings of Tang and Hudson (2019), who stated that when there is efficient communication, conflicts should be resolved proactively and helpfully. A welcoming, caring, and supportive work environment where staff members may openly voice their thoughts and feel empowered may benefit job motivation and nurse retention.   On the other hand, retention and turnover can be explained by Herzberg's two-factor theory, which connects motivation to job satisfaction and discontent. According to the hypothesis, two factors contribute to job satisfaction: motivation and hygiene. When hygienic elements are lacking, the workplace is unpleasant; nevertheless, when motivational elements are there, employees can feel more satisfied since their requirements for purpose and personal growth are met (Horberg, Anna. et al., 2023). However, an excellent professional environment for growth is required to enhance prospective nurses while motivating them to communicate.

Additionally, it has significant implications for decreasing turnover and brain drain and is cautiously linked to excellent nurses and protecting it (Yu et al.,2024). Furthermore, variables impact nurses' plans to continue in their careers. Older nurses are less likely to depart, so younger nurses should concentrate on retention methods. Other factors that may negatively influence a nurse's intention to stay include living with a partner, providing care for older people, and having shorter workdays. Retention possibilities are significantly increased when career choice and training options are satisfied. In addition to "Payment and Salary," stable "Work and Rest Schedules" are essential for keeping nurses on staff, career satisfaction, and finding meaning in their profession, as suggested by our findings regarding the adverse effects of helping people in difficult situations (Sommer D et al.,2023). Meanwhile, Employee relations practices, such as pay management, learning and development, performance evaluations and supervisors, and benefits management, impact how workers feel within an organization. Policies and procedures that encourage advancement and growth in their jobs also increase the retention of staff members (Ghani B et al., 2022).

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

The chapter comprises an overview of the research study, a summary of its results, and the researcher's conclusions and recommendations based on these findings.

Summary

This study aims to determine the "Work Motivation and Intention to Stay among Generation Z Hospital Nurses in Kidapawan City" with the general objective of determining the level of work motivation and intention to stay of Gen-Z nurses employed and deployed in hospitals in their locale. The study utilized a descriptive, predictive approach in analyzing and interpreting the perception of Gen-Z nurses regarding intrinsic and extrinsic work motivations and intention to stay among Gen-Z nurses. Fifty-nine Gen-Z nurses aged 21 to 27 years participated in the study. The study used a survey instrument adapted from the MPRA/JETIR organization to gather the needed information.

Summary of Findings

1. The overall mean was 4.17 (SD=0.80), with a descriptive interpretation of High. This implied that Generation Z's work motivation is highly motivated by intrinsic (M=4.27) and extrinsic (M=4.07) work motivation.

2. Level of Intention to Stay among Generation-Z Nurses. It had an overall mean of 4.19 (D=0.85) with a descriptive interpretation of High. Of the two indicators, opportunity for growth earned a high mean of 4.29 with an interpretation of Very High, while company work environment merited a mean of 4.09, interpreted as High. These implied Gen-Z nurses find other indicators as a basis for their intention to stay in the profession and/or hospital they are currently in.

3. work motivation and intention to stay among Generation Z nurses. The results revealed that there is a significant, positive relationship between work motivation in terms of intrinsic (r_s =.299, p=.021) and extrinsic motivation (r_s =.619, p=<.001) and intention to stay. The null hypothesis was rejected because their p-values were below the 0.05 alpha significance level. Moreover, it further suggests that an increase in Generation Z nurses' intrinsic and extrinsic work motivation correlates with an increase in their intention to stay.

4. Work Motivation on Intention to Stay. The results revealed that work motivation in terms of intrinsic (OE=-0.547, p=.011) and extrinsic motivation (OE= 1.202, p=.000) significantly influenced the intention to stay among Generation Z nurses. These led to rejecting the null hypothesis (H_{02}) as their p-values are less than 0.05 alpha significance level. Moreover, the findings were also apparent in the results of nonparametric regression analysis, in which 45.71% of the variance of intention to stay can be explained by both intrinsic and extrinsic work motivations, as indicated by an r-square of 0.4571. This would mean that 54.29% of the variation can be attributed to other factors besides work motivation.

Conclusion

1. Generation Z Nurse's Hospital in Kidapawan has a high level of Work Motivation. It was identified that Gen-Z nur employees with high work motivation and exemplary commitment to work can ensure that employees remain loyal to the organization, which includes high motivation, goal orientation, and optimization of one's engagement at work.

2. Generation Z Nurse's Hospital in Kidapawan has a high Intention to Stay. It was found that nurses gain from beneficial organizations regarding job retention. Focusing on people is critical if a healthcare organization wants to improve retention. This is especially true when creating a work environment encouraging appreciation and mutual respect.

3. Intrinsic and extrinsic work motivation are significantly related to the intention to stay. It was identified that when workers are motivated and able to overcome the obstacles of their jobs, they feel as though their needs are being addressed, which leads to an intention to stay in the workplace.

4. Intrinsic and extrinsic work motivation could significantly influence the intention to stay. It was identified that working in a more supportive environment and engaging as part of the workplace positively impacts nurses and significantly increases intentions to stay in a workplace.

`Recommendations

Gen-Z Nurses. It was identified that Gen-Z nurses have a very high positive intrinsic work motivation level. In this regard, the researcher commends maintaining employee satisfaction, specifically for Gen-Z nurses, through positive feedback and recognition of employees' contributions to perform better.

Nursing Administrator. It was identified that Gen-Z nurses have a high level of Extrinsic work motivation, which indicates a positive motivation toward work. In this regard, the researcher comments on enhancing and building solid relationships with the supervisor and relationships with peers.

The supervisor to enhance their leadership skills with their team members.

Hospital administrator. In terms of their intention to stay, the Gen Z Nurses had a high intention to stay in the institution and are likely to continue their employment. In this regard, the researcher commends Hospital administrators for enhancing the hospital to create meaningful work, growth opportunities, and a supportive environment that is more likely to retain this valuable generation of nurses.

Future Researcher. Future researchers are encouraged to use the probability sampling technique. The researcher may use the same technique but should conduct an Exploratory Factor Analysis (EFA) and confirmatory fact analysis (CFA) to establish the tool's validity further. The researcher may conduct the study in a broader population with a different research design or a more robust statistical tool.

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THE RESEARCHER

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