

**ORGANIZATIONAL CLIMATE AND LEVELS OF JOB BURNOUT AMONG
NURSES IN SELECTED PRIVATE AND PUBLIC HOSPITALS
IN ILOILO CITY**

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ABSTRACT

This correlational study aimed to find out whether organizational climate has a significant relationship on job burnout among nurses in selected private and public hospitals in Iloilo City. A total of 44 respondents participated in the study. Thirty-two (32) nurses came from private hospitals namely Iloilo Doctor's Hospital and Iloilo Mission Hospital. While 12 nurses came from West Visayas State University Medical Center, which is a public hospital. The Work Climate Questionnaire by Deci (2000) and the Maslach Burnout Inventory by Maslach (1981) were utilized for data gathering.

Generally, results revealed that the higher the nurses perceived autonomy support the lower their degree of burnout in emotional exhaustion and depersonalization subscales. However, while private and public hospital nurses were satisfied with the autonomy support provided by their supervisors, they still reported a lack of personal accomplishment.

The researchers recommend that future research should be done on correlates of personal and organizational factors on nurse burnout.