

# “EVOLUTION NURSING: THEN, NOW AND WILL BE...” PERCEPTIONS OF FILIPINO REGISTERED NURSES ON THE NURSING PROFESSION

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## ABSTRACT

This study aims to understand the perceptions of Filipino's registered nurses about nursing in the past, present and in the future. Colaizzi's methodological approach to phenomenological inquiry was utilized in analyzing the data gathered from this study. The participants of the study are Filipino Registered Nurses who are residing or working either in Filipino or abroad. After significant statements were extracted from the transcripts of the responses and the analysis of the formulated meanings emerged into four themes. The four clustered themes emerged were: **Extinction:** A course before time, with five subthemes, Nurses are assistants to doctors, Limitation in the scope of learning and practice, Nursing: A woman's job, Nursing: A calling to serve, and Human touch against mechanical works; **Enhancement:** A profession of the modern time, with five subthemes, Enthusiasm in the nursing career, Nurses are respected healthcare providers, More empowered, more opportunities, In search for greener pastures, and Dependence on technology; **Emergence:** A 21<sup>st</sup> Century breakthrough in care, with three subthemes, Age of Innovative and technological development, Globally-competent nursing practice, and Computerized Documentation and Recording; and **Encompassing:** Nursing as a Caring Profession. These Filipino registered nurses lived and described their rich experiences from a phase of the 4 E's: Extinction, Enhancement, Emergence and Encompassing Phase. It is quite evident that the nursing profession has greatly evolved through time. As time passed by, the amount of care is not diminished but further enhanced with the advent of modern technology. This study enlightens our eyes to the reality of the nursing profession of the modern times and how it will be in the future.

**Keywords:** *Nursing, Nursing Profession, Perceptions, Phenomenology*

## INTRODUCTION

### Background and Rationale of the Study

For many decades, nursing was seen as a caring profession that has morphed from being a vocational course into a more respectable profession. Since the time when Florence Nightingale, the Mother of Modern Nursing, has started this noble endeavor, the population of nurses has flourished all across the globe. In the past years, where the availability of sophisticated equipment and machineries were not that available, yet it is not the only reason that makes care rendered to patients will be compromised. Nightingale's vision of nursing has been

practiced for more than a century, and theory development in nursing has evolved rapidly over the past 4 decades, leading to the recognition of nursing as an academic discipline with a substantive body of knowledge (Tomey & Alligood, 2008).

In the later years, nurses have continually empowered themselves and have established nursing as something that is not just a profession of caring but created better opportunities for nurses both here and abroad. According to Tomey & Alligood (2008), nursing leaders presented several different perspectives for the development of nursing science. Furthermore, some advocated nursing as

an applied science and others proclaimed nursing as basic science. No matter what branch of science nursing has become, but it has become an organized body of knowledge that is able to combine skills, knowledge, and attitude in the effective care of patients from across the globe.

Reyala (2000) noted that the nursing process is central to all nursing actions; it is the very essence of nursing, applicable in any setting, in any frame of reference, and within any philosophy. Weber & Kelly (2007), described that nurse's role in health assessment has changed significantly over the years. Despite historical documentation of the use of assessment skills by nurses, it is generally recognized that the depth and scope of nursing assessment have expanded significantly over the past several decades because of rapid advances in biomedical knowledge and technology and through the promotion of primary health care.

### **Statement of the Objective**

This study aims to understand the perceptions of Filipino registered nurses about nursing in the past, the present and in the future.

### **Significance of the Study**

The insights, implications and outcomes of this study will be beneficial to the following recipients:

**Nurse Practitioners:** Through this, they will be able to practice the nursing profession effectively and to continue to develop their knowledge and skills in rendering care to patients by being engaged in programs and other nursing development program that will update their existing knowledge.

**Nursing Students:** With the gradual decline of enrollees in the nursing course, they will fully understand that it is not in the quantity but in the quality of care that is being rendered to patients from all walks of life and that they should learn from the experience of registered nurses ahead of them and serve as a basis and motivation for them to pursue the nursing career.

**Nurse Educators:** Through this, they will be able to inspire varied learners in developing an appreciation for the nursing profession, and that they should revisit the existing curriculum and be able to devise a system that will be made convenient to those who are taking the nursing course.

**Nursing Research:** Through this, they will be able to formulate more innovations and continue to add more knowledge to the existing body of knowledge in nursing, and that creating more researches that will address to the needs of all patients and as well as the nurses themselves.

### **Review of Literature and Studies**

Florence Nightingale made great strides in the evolution of nursing. Her actions in the 1800s revolutionized the nursing profession and the care of patients. The Lady with the Lamp became an important figure within medicine and the changes that she made to nursing have saved millions of lives (Rodgers, 2007). The evolution of nursing has been greatly impacted by the work of Florence Nightingale. She brought many new advances to the discipline of nursing and helped make it a highly respected position for individuals to take. Her dedication to improving conditions for injured and sick individuals, as well as training others in her met.

Dougherty & Lister, (2004) noted that in earlier times, nursing and specifically clinical procedures have been very ritualistic. Nursing has been striving to become more research-based since the 1970's. It has been the introduction of clinical governance and the evidence-based practice that has challenged our ways of work most recently. Furthermore, Dougherty & Lister, (2004) defined clinical effectiveness as “when specific clinical interventions do what they intend to do; in other words, this means carrying out care in that based on the procedures underpinned by the conscientious, explicit, and judicious use of current best evidence.

The early 1970's prompted nurses to develop an active role in the provision of primary health services and expanded the professional nurse role in conducting health histories and physical and psychological assessments (Weber & Kelly, 2007). Acute care nurses in the 1980's employed the “primary care” method of delivering care. Each nurse was autonomous in making comprehensive initial assessments from which individualized plans of care were established.

Nursing is widely regarded as a noble profession in the society because of the core value it promotes in its practice-which is the care of life. Public opinion polls identify the nurse as a person who makes the healthcare system work for them. Therefore, a nurse is an

important person and nursing an equally important career to the health care system (Booth, 2002).

Weber & Kelly, (2007) showed the role of nurse in assessment and diagnoses is more prevalent today than ever before in the history of nursing. The rapidly evolving roles of nursing (e.g. Forensic Nursing) require extensive focused assessments and the development related to nursing diagnoses. Current focuses on managed care and internal case management have a dramatic impact on the assessment role of the nurse.

The future will see increased specialization and diversity of assessment skills for nurses. Innovation in the delivery systems such as “integrated clinical practice” for surgical care may require the nurse to assess and follow a client from the preoperative visit to a multidisciplinary outpatient clinic an even into the home by way of remote technology (Weber & Kelly, 2007). Extensive research has resulted in several nursing languages to describe what nurses diagnose. Chastain, (2003) suggest that nurses will continue to be challenged to form client information and to move this information to knowledge through nursing informatics in order to improve health care. The assimilation of technology in nursing care has created a great impact in the delivery of care to patients from all ages.

Blanche, (2010) stressed out that nurses continue to be the heart and soul of medical institutions across the country and around the world and it is with great interest that we look for the changes that will take place in nursing over the next 50 years. The face of nursing has already changed and will continue to take change with the years to come.

## RESEARCH METHODOLOGY

Qualitative research is a situated activity that locates the observer in the world. It consists of a set of interpretative, material practices that makes the world visible. These practices transform the world. This means that qualitative research study things in natural settings, attempting to make sense of or to interpret and phenomena in terms of the meanings people bring to them (Denzin & Lincoln, 2005).

### Research Design

The study will utilize the qualitative content analysis approach. Qualitative content analysis has been defined as: a research method for the subjective interpretation of

the content of text data through the systematic classification process of coding and identifying themes or patterns (Hsieh & Shannon, 2005). An approach of empirical, methodological controlled analysis of texts within their context of communication, following content analytic rules and step by step models, without rash quantification (Mayring, 2000); any qualitative data reduction and sense-making effort that takes a volume of qualitative material and attempts to identify core consistencies and meanings (Patton, 2002).

Qualitative content analysis is one of numerous research methods used to analyze text data. Text data might be in verbal, print, or electronic form and might have been obtained from narrative responses, open-ended survey questions, interviews, focus groups, observations, or print media such as articles, books, or manuals (Kondracki & Wellman, 2002). Qualitative content analysis goes beyond merely counting words to examining language intensely for the purpose of classifying large amounts of text into an efficient number of categories that represent similar meanings (Weber, 1990). Qualitative content analysis is defined as a research method for the subjective interpretation of the content of text data through the systematic classification process of coding and identifying themes or patterns.

### Research Environment

The study is conducted in different settings, on a wide scale range both in Philippines and in different countries across the globe. Questionnaire in the local setting can be sent directly to the participants. However, for those in the far places, questionnaire is to be sent out via the e-mail, so that it will be very convenient for both the researcher and the participant.

### Research Participants

The participants of the study are Filipino Registered Nurses who are residing or working either here or abroad. The year they have graduated and earned their respective licenses will not matter as long they have active professional license.

### Research Instruments

The researcher will make a semi-structured interview guide. (Please see attached copy the semi-structured interview guide)

### Date Gathering Procedures

A letter of intent is prepared. This will contain

information about the procedure and scope of this study, and the level of involvement of the selected participants. With the consent of the participants, a researcher-made questionnaire is given to the participants for them to give their responses on. Retrieval of the responses will be agreed by the researcher and the participant as to what time and day will it be given. For participants outside the country, the letter of intent and the researcher-made questionnaire is sent via e-mail and that retrieval of such is attained in the same medium.

### **Data Analysis (Treatment of Data)**

In analyzing the data, Colaizzi's (1978) *method of data analysis* for phenomenology uses in-depth interviews with people who have experienced the phenomenon. Though this method was lengthy, it allowed the researcher to employ both verbal and non-verbal data. Gathering information in this way encouraged participants to use interpersonal skills to articulate their experiences (LoBiondo-Wood & Haber, 1990).

## **RESULTS AND DISCUSSIONS**

The purpose of this study is to give a description and understanding of the lived experiences of Filipino Registered Nurses and their perception of the nursing profession in the past, present and in the future. Colaizzi's methodological approach to phenomenological inquiry was utilized in analyzing the data gathered from this study. The transcription entries from the forty-two participants were read several times in order to better understand and get a feeling for them. The significant statements were extracted from the transcripts of the participant's responses from which formulated meanings were derived, grouped the, until relevant themes emerged. Validation of the exhaustive description was sought from the participants involved in the research.

### **Researcher's Views**

#### **About the Researcher**

The researcher is a faculty of the College of Nursing of Cebu Normal University. The trends and patterns in the growth and development of the nursing profession then and now have created significant changes in the practice of nursing in all healthcare settings.

The participants of the study are Filipino Registered Nurses who are residing or working either here or

abroad. The year they have graduated and earned their respective licenses will not matter as long they have active professional license.

### **Thematic Analysis**

The total number of participants within the inclusion criteria consisted of 42 Filipino Registered Nurses who are residing or working either here or abroad. After analysis of the responses, 320 significant statements of the participant's experiences were identified and given corresponding 320 formulated meanings. Attached in the appendix page is a selected example of significant statements and corresponding formulated meanings. The formulated meanings created were then clustered around four themes.

### **Thematic Discussion**

After significant statements were extracted from the responses and the analysis of the formulated meanings emerged four themes. The four clustered themes emerged were: **Extinction:** A course before time, with five subthemes, Nurses are assistants to doctors, Limitation in the scope of learning and practice, **Nursing:** A woman's job, Nursing: A calling to serve, and Human touch against mechanical works; **Enhancement:** A profession of the modern time, with five subthemes, Enthusiasm in the nursing career, Nurses are respected healthcare providers, **Emergence:** A 21<sup>st</sup> Century breakthrough in care, with three subthemes, Age of Innovative and technological development, Globally-competent nursing practice and Computerized Documentation and Recording; and **Encompassing:** Nursing as a Caring Profession. Each of the emergent themes with the respective subthemes will be defined and discussed with excerpts from the transcripts of responses to support and highlight each theme.

#### **Clustered Theme 1: Extinction: A Course before Time**

Nursing as a profession existed even before the Nightingale made nursing as a profession of the modern time.

#### **Theme 1. Nurses are assistants to doctors (One with the Colleague)**

Nursing and medicine are two different courses but with one same philosophy which is to provide care for the patients with different health conditions. Doctors focus on the disease of the patient. As for nurses, they



focus on the behaviors exhibited by the patient along the course of their disease. There is a certain degree on interaction between the patient and the doctors and the nurses. Because nurses are more in-contact with the patients, they tend to do almost all measures that aid the patient in his or her recovery.

This mindset has existed for the past years, that even some of the nurses nowadays have this thought in mind of nurses being assistants to doctors.

### **According to some participants:**

*Nursing then, was all about the doctor's order and often not what the patient's opinion and the nurse's opinion is asked. (SS4, Participant 2)*

*Those are the days when nursing was a little more than helpers or assistant for doctors. (SS3, Participant 5)*

*Nurses are also seen as "assistant for doctors". (SS3, Participant 6)*

*Traditional nursing is that nurses only assist doctors. (SS2, Participant 11)*

*But he wasn't too happy that nurses had to be inferior to the doctors, that they seldom have their own say. (SS3, Participant 24)*

*Before I embraced the calling of my vocation, I consider nursing as a simple job of assisting the doctor in attending to client's medical needs. (SS1, Participant 31)*

### **Theme 2: Limitations in the scope of learning and practice (One with Knowledge)**

Through time, nursing has made remarkably changes through time. In the early years, the way caring for the sick was considered to be primitive. Thus, the non-existence of modern equipment and machines made caring for the sick possible yet not that effective.

There were several limitations encompassing the learning and practice of nursing then. However, the nurses of the past made resourceful acts to continue care with considerable limitations. According to the participants:

*Before view of nursing with a limited scope in providing care in the sense that I perform my nursing function in accordance with doctor's order only. (SS1, Participant 3)*

*In the past, there was a limited knowledge, instruments, medicine and techniques in the medical field but they were able to compensate by doing new ways to improve the handling of patients despite the limited things they had. (SS3, Participant 4)*

*Being a nurse before was harder than it was today. She said that they lack materials and equipment vital for the practice and has resort to creative imagination. (SS1, Participant 8)*

### **Theme 3: Nursing: A Woman's Job (One with the Role)**

According to Summers (2010), she "handmaiden" stereotype infects the real health care workplace. Physicians enjoy greater social and economic power, and many of them still see nurses as subordinate. So if physicians engage in or request care that is unsafe, it may be difficult for nurses to resist, even when they must do so to protect patients.

In the past, nursing, secretarial work, and teaching were largely the career choices for women. Hospitals and schools were the work settings for nurses at the time (Morales, 2012).

According to Ellis & Hartley, (2012), anthropologists speculate that in most ancient civilizations women were responsible for nurturing, nourishing and providing care to children and ill family members and eventually entire tribes. By the 16<sup>th</sup> century, nurses were known as persons who wait upon or tend to the sick. Male nurses were first documented in practicing primitive nursing during the 17<sup>th</sup> century.

### **According to Participant 6:**

*Nursing was majorly dominated by women. (SS1, Participant 6)*

*Furthermore, Participant 7 added the uniqueness of nursing in women:*

*Nursing in the past is uniquely different than of the present. They see women as nurse caring for the sick. (SS1, Participant 7)*

*There was no discrimination on whom to care regardless of sex, beliefs/religion or race. (SS2, Participant 7)*

*As caretakers of children, family and community, it was natural that women were the nurses, the caregivers,*

as human society evolved. Nursing may be the oldest known profession, as some nurses were paid for their services from the beginning (Weatherford, 2010).

#### **Theme 4: Nursing: A Calling to Serve (One with Service)**

It is said that Nursing is a Calling to Serve. Everyone can care for the sick but not all can become as caring as a Nurse. According to Tiffin (2013), the nursing role is rapidly evolving as nurses are tasked with an even wider range of health care responsibilities. Caring for the sick has certainly gotten more complicated. According to the participants:

*We are called to be nurses and we should make it as a lifestyle. (SS2, Participant 4)*

*Nurses have a duty to the patients that is equal or rival to that of a doctor. (SS5, Participant 6)*

*A profession of service that needs hardwork and dedication. (SS2, Participant 10)*

*I can feel his love for Nursing. He even said that "I guess this is my calling, to become a Nurse." (SS1, Participant 41)*

#### **Theme 5: Human touch against mechanical works (One with Unique Touch)**

Nurses still need to rely on their eyes, their minds, and their intuition in order to read patients and reveal stories that vital signs and statistics alone don't tell. Despite all these advances, there is no reason to believe that demand for nurses will ebb as a result of the turning tides of technology (Blanche, 2010). However, there is something unique about the touch that a nurse renders to his patients as one of the measures of care.

#### **According to some of the participants:**

*But he was convinced that machines won't be able to care for the patient. (SS7, Participant 2)*

*Just tend and monitor him/her (referring to machines). (SS8, Participant 2)*

*Nurses dwell on hands-on with regards to procedures on doing caring for the patient. (SS3, Participant 7)*

#### **Clustered Theme 2: Enhancement: A Profession of the Modern Time**

Traditionally, nurses are viewed as support staff for physicians. They provide most of the 'frontline' care,

from drawing blood to ensuring the patient is comfortable, but all medical decisions must be made by a doctor. As a result, nurses cannot be primary caregivers. But the truth is, many nurses do have sufficient training to provide primary care. There are multiple levels of nursing (www.study.com, 2010).

No matter what their area of focus, advanced practice nurses are trained to perform a number of primary care activities. These include assessing patient needs, deciding to admit patients to hospitals, making diagnoses, writing prescriptions, ordering tests and making referrals to specialists.

According to Blanche (2010), in recent years, the nurses' role has become less that of a caretaker for patients and more that of an advocate for patients. The nurse assesses the condition of patients, measures the ability of a patient to make informed decisions from him or herself or to provide informed consent for procedures. Today's nurse is a respected part of a team that is dedicated to delivering excellent patient care.

#### **Theme 1: Enthusiasm in the nursing career (One with the Emotion)**

Nursing is a profession that enables one to interact with people from all walks of life. Nursing is a caring profession. As a unique profession, it is practiced with an earnest concern for the art of care and the science of health. The profession involves a humanistic blend of scientific knowledge, and holistic nursing practice (Udan, 2004).

There are several components that contribute to the enthusiasm of nurses to practice their profession of caring. Among these are the people, the workplace, the just compensation, the adept knowledge and skills, the environment, and simply the strong dedication for the profession.

#### **According to some of the participants:**

*A very exciting career in the hospital. (SS1, Participant 1)*

*A very difficult and dynamic job that is hard especially when you are still applying. (SS2, Participant 1)*

According to Bandura (1997), one's efficacy beliefs contribute "to the development of intrinsic interest", wherein people who initially lack skill, such as in the

case of nursing students' lack of clinical skills, persevere despite all the stress associated with trying to master it. It is not only the behavior which they eventually perform that is rewarding to them, nor the positive feedback they may get from other. People are interested in activities "at which they feel efficacious", but also in those which give them the satisfaction.

### **Theme 2: Nurses: Respected Healthcare Provider (One with the Team)**

Blanche (2010) stated that gone are the days when nurses were thought of as little more than helpers or assistants for doctors. Today's nurses are health care professionals in their own right. They are bright, capable, and often have a clearer picture of the overall situation than the doctors they work side by side.

*Nursing today is a professional healthcare provider in their own right. They are bright and capable and often have clearer picture of the over-all situations than doctors. They work hand in hand. (SS4, Participant 5)*

*Nurse is a respected part of the team that is dedicated to deliver excellent patient care. (SS5, Participant 5)*

In recent years, the nurses' role has become less that of a caretaker for patients and more that of an advocate for patients. The nurse assesses the condition of patients, measures the ability of a patient to make informed decisions from him or herself or to provide informed consent for procedures. According to Blanche (2010), today's nurse is a respected part of a team that is dedicated to delivering excellent patient care.

*Registered nurses are members of a valued profession. They derive professional and personal satisfaction from being good at their work. They substantially contribute to the health and wellness of their patients. (SS13, Participant 12)*

*Nurses are a respected part of the health care team. (SS6, Participant 6)*

### **Theme 3: More empowered, More opportunities (One with the Opportunities)**

It's not just that nursing is becoming a broader field; it's becoming deeper, too. The opportunity to pursue medical specializations--diabetes, obesity, pharmacology and more is blooming, but the real opportunity is in mastering complex, multifaceted issues that impact our health care system and our nation. It's more than knowing how to perform tasks and procedures; it's about being a

more effective member of the health care team and navigating clinical systems (Tiffin, 2013)

*Now, my responsibility as a nurse has broadened in scope. (SS2, Participant 3)*

*With critical thinking and skills, nursing is more proactive and more involved in the care and treatment of patients by physicians. (SS3, Participant 3)*

*Scope of nursing are also divided into categories wherein we have now the LPN, nurse practitioner, midwife, ICU nurse, nurse manager, LVN, and etc. (SS6, Participant 7)*

### **Theme 4: In Search for Greener Pastures (One with the Demand)**

Over the past 50 years, nursing has experienced many changes when it comes to salaries. During this time, there have been periods when the supply of nurses outstrips demand when the demand for nurses is not able to keep up with the growing need. Recent years have seen a much greater demand than there is supply. This has made salaries over the past two decades grow at a surprising rate (Blanche, 2010).

*Going abroad is not just a need but a must for Filipinos to earn money enough to support their families. (SS1, Participant 9)*

*Having their dreams fulfilled is a demand for nurses and going abroad would be a good option. (SS2, Participant 9)*

### **Theme 5: Dependence on Technology (One with Technology)**

New technology won't preclude traditional care, but it will open up more creative options to teach patients about their health. Nurses will no longer be limited to one-size-fits-all safety pamphlets. Patient education can become more personalized, with hundreds of new medical apps, from glucose monitors to basal body temperature trackers (Tiffin, 2013).

*As time passed by, taking care of patients was made easier with the advent of technology and production of nursing apparatus. (SS2, Participant 24)*

*With the help of technology our works will be much easier. Nurses as we are, in the near future we will continue to research effective nursing plans for the patient. (SS7, Participant 27)*

*The technology today helped the nurses in doing things faster and easier. Example for that is the digital thermometer. (SS5, Participant 18)*

### **Clustered Theme 3: Emergence: A 21<sup>st</sup> Century Breakthrough in Care**

Nurses will still need to be culturally wise. Hospitals are increasingly diverse, cultural melting-pots where nurses work on the front lines of race, religion, and gender. Doctor time is limited, but nurses deliver hour-to-hour care and interact with the families of patients. It requires the ability to listen and understand people from all walks of life.

However, as nursing continues to evolve with new hospital structures, fancier gadgets, and political challenges, the heart of the profession stays the same. Whatever the tools and technologies, the job of the nurse will remain caregiver and advocate for the most sick and vulnerable members of our communities (Tiffin, 2013).

### **Theme 1: Age of Innovative and Technological Development (One with Change)**

Not only has demand for nurses changed over time but so has the role that nurses play in the overall medical health picture has changed.. Some nurses are taking over roles that were once reserved for physicians (nurse midwives, for example) (Blanche, 2010).

*Over the years, he noticed advancement in using technology and was almost doing what nurses are supposed to do. (SS6, Participant 2)*

*Improved nursing practices, education, and training. Advancement of technology may lessen duties and workload. (SS7, Participant 6)*

Tiffin (2013) added that patient behaviors are also evolving in a digitalized world. Patients are using online resources to research and treat their symptoms. Health and wellness are consistently among the most searched-for topics on Google. Nurses will need to double as health technology librarians, directing patients to trustworthy websites and useful applications.

*Now, I could say there are new techniques in doing efficient and effective nursing care. Through the advancement of technology, there are new ways in diagnosing and nursing a patient. (SS4, Participant 4)*

*With advancement of technologies, better nursing*

*skills are practiced. Nursing procedures can easily be done. Fast diagnosis and treatments are made. (SS5, Participant 7)*

Technology today has made the job of nurses much easier than in the past. In many ways, it frees up more time for nurses to devote to direct patient care. Technology allows nurses to measure vital signs quickly, record information efficiently and to administer medications (Blanche, 2010).

### **Theme 2: Globally-competent nursing practice (One with the World)**

According to Tiffin (2013), Today's nurses aren't just caring for the sick; they're changing our very notion of modern medicine and health care delivery. Nurses are giving TED talks, publishing scientific research, developing mobile medical applications and actively addressing health care policy. They're collaborating with their colleagues, from social workers and oncologists to hospital administrators and public safety personnel. The field is growing, and so are opportunities for nurse practitioners, DNP and PhD nurses, nurse educators, nurse-anesthetists and nurse researchers. According to some of the participants:

*Nowadays, health care leaders have created innovative strategies through a collaborative effort and to develop solutions that will build a safer environment for patients and registered nurses. (SS8, Participant 12)*

*Nursing in the present is much more competitive and cutting-edge than it was in the past. (SS3, Participant 8)*

Furthermore, there are some participants who are very positive that breed of new nurses now will be a great bunch that will be a better addition to the nursing profession.

*In my opinion, nursing would have a very great improvement in the future. The best nursing techniques will be utilized by people and eventually it will have a great impact in the health of people in the future. (SS5, Participant 4)*

With the right skills and knowledge, the next generation of nurses can make a bigger difference for patients, communities, and our national health care environment (Tiffin, 2013).



*There will be new generation of nurses that are at par with nurses in the international community. (SS9, Participant 11)*

### **Theme 3: Computerized Documentation and Recording (One with the System)**

According to Tiffin (2013), new health care technology is also creating opportunities for nurses. More and more aspects of the profession are electronic: Test results, X-rays, blood work and ordering medication. An array of new technologies -- mobile devices, electronic medical records, cloud computing and teleconferencing -- invite nurses to be digitally ambitious.

According to some of the participants:

*She foresees the future of nursing as having a possibility of electronic medical records and much less tedious tasks for nurses because of the much more advanced technology. (SS8, Participant 28)*

*In hospitals, hopefully there will be more machines to aid patients and the paperwork that nurses do will all be digitalized as technology advances for it to be easier to access and organized (SS12, Participant 37).*

### **Clustered Theme 4: Encompassing: Nursing as a Caring Profession**

Nursing continues to be the one field in which women are able to approach the glass salary ceiling that separates them from men. In many careers, men outpace women in earnings.

*The next generation of nurses will be the next hope to a more understanding service of care (SS11, Participant 2).*

*Perhaps through this the nursing profession doesn't die out completely and nurse maintains to do what they've been trying to do since day one. That is to provide care for those who need it. (SS9, Participant 13)*

*Maybe nurses will still have roles, because after all, a care from another human being is still the best, but their roles will most probably become less. (SS9, Participant 34)*

According to Ellis & Hartley, (2012), wherever our roots are, nurses are still a necessity and a proud profession. Nurses have evolved over the centuries into sophisticated clinicians whose impact on patient

care is profound. Current day nursing encompasses clinical skills, compassionate care and technological savvy. Many of our duties today were originally reserved solely for physicians.

### **Summary of Findings**

After the analysis of data utilizing Colaizzi's method, four significant themes emerged from the shared experiences of the participants being involved in this study. The four clustered themes emerged were: **Extinction:** A Course Before Time, with five subthemes, Nurses are assistants to doctors, Limitation in the scope of learning and practice, **Nursing:** A woman's job, Nursing: A calling to serve and Human touch against mechanical works; **Enhancement:** A profession of the modern time, with five subthemes, Enthusiasm in the nursing career, Nurses are respected healthcare providers, More empowered, more opportunities, In search for greener pastures, and Dependence on technology; **Emergence:** A 21<sup>st</sup> Century breakthrough in care, with three subthemes, Age of Innovative and technological development, Globally-competent nursing practice and Computerized Documentation and Recording; and **Encompassing:** Nursing as a Caring Profession. These Filipino registered nurses lived and described their rich experiences from a phase of the 4 E's: Extinction, Enhancement, Emergence and Encompassing Phase.

### **CONCLUSION**

The experiences and perspectives of Filipino Registered nurses to the nursing profession are same with other nurses there is. It is notable to say that the nursing profession has gradually grow to being a more respectable profession. Nursing went a phase of transition from being a profession with its primitive ways to being a profession that is technologically competent. The Filipino Registered nurses see nursing as a profession with a better future and hopes that with this growth, nurses will continue to render care that is not just focused with the advent of modern technology; rather, make it as an enhancing component in giving care to patients from different age groups.

### **RECOMMENDATIONS**

Based on the study findings, the researchers would like to recommend the following:

1. Nursing leaders should look into the position of

Filipino Nurses both here in the Philippines and abroad, that registered nurses should be given much opportunity for learning and practice.

2. The government should continue to protect the rights of Filipino registered nurses, that their welfare should be properly secured, and that there should be

enough legislation that will support the practice of nursing and that just compensation be provided for.

3. Nursing should be made a course of priority, considering that everyday many people get sick, and that services of nurses are always needed. Nursing schools should continue to monitor the regulation of their course so as to continue to operate and give opportunities for

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