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SOCIOECONOMIC STATUS AND PSYCHOLOGICAL WELLBEING OF SCHOOL NURSES IN CENTRAL LUZON, PHILIPPINES

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ABSTRACT

Title:	SOCIOECONOMIC STATUS AND PSYCHOLOGICAL WELLBEING OF SCHOOL NURSES IN CENTRAL LUZON, PHILIPPINES
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The concept of socioeconomic status and psychological wellbeing is essentially complex considering it covers a person's assessment of the social, economic, psychological, and physical resources necessitate to conquer a social, psychological, or physical obstacle. The delineation of psychological wellbeing, which is an integrative notion that describes quality of life with respect to an individual's health and work-related environmental, organizational, and psychosocial factors.

The study determined the socioeconomic status and psychological wellbeing of school nurses of Central Luzon in the Department of Education. The descriptive-correlational method utilized in the study. This study assessed school nurses on decision-making and coping mechanisms considering the demands of the profession. It analyzed a variety of circumstances, some of which they can control, affecting their physical and mental health.

The study conducted in the 20 schools' division of the Department of Education in Central Luzon namely, Aurora, Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, Zambales, Angeles City, Balanga City, Cabanatuan City, Gapan City, Mabalacat City, Malolos City, Meycauayan City, Olangapo City, San Fernando City, San Jose City, San Jose del Monte, Science City of Munos and Tarlac City. Hence, the researcher came up with 166 samples out of 291 total populations.

The researcher adapted survey instrument of Standford SPARQ Tools and the respondents rated each item using the five-point Likert-type scale. Thus, permission to carry out the research was obtained from the DepEd Central Luzon Regional Director along with to the superintendent of each school's division. A Google Form was sent via Messenger to each medical director of each division to forward to the division nurses for them to answer the

questions. To maintain the confidentiality of all the concerns, the retrieval of questionnaire tool for each division was secured. After all the documents had been collected, totaled, and tabulated.

The respondent's psychological wellbeing was ranked for the analysis of the data between the six categories. Autonomy got the highest grand mean with 4.19, and positive relations, on the other hand, was the lowest among them all with a grand mean of 3.11. Trust issues among others and peers were the number one problem that occurred.

The study examined into the vulnerabilities faced by school nurses, emphasizing their socioeconomic status and psychological wellbeing. It stresses the significance of improving working conditions and wellbeing to retain and recruit nurses, indirectly enhancing healthcare services for students. Insights from the study can guide strategies to prevent burnout and promote health equity, informing policy development and advocacy efforts. Overall, the research offers valuable insights for bolstering the school health workforce, fostering health and wellbeing among students and communities in Central Luzon.

Chapter 1
THE PROBLEM AND ITS BACKGROUND

Background of the Study

Third Sustainable Development Goal (SDG) is all about health and wellbeing, with a focus on ensuring that everyone, regardless of age, has a healthy life and improving their psychological wellbeing. Because physical, mental, and social health are all intertwined, improving one's physical health will inevitably improve one's mental health and vice versa.

The holistic approach to the health of an individual is very crucial. Wherein it involves not just physically but might also involve the individual's social, psychological, emotional, spiritual, and socioeconomic aspects. Since it is being evaluated socially, psychologically, and even financially. The wellbeing of an individual touches on the idea of standard of living in relation to each persons' health and work-related environmental, institutional, and psychosocial categories. It kept on saying that experience is the best teacher for you to be able to receive a lot of failures, and in the end, it will be your strength as you move forward in your life. Experiences can contribute to the wellness of an individual by providing a supportive environment at work or even outside, such as the community, along with good values that enable every employee to maximize their full potential and reach their dreams.

School nurses experience mental health problems on a global scale. After the pandemic, a lot of issues and concerns have been raised, such as bullying, harassment, and intimidation. And in the worst scenario, 45 percent claimed that at least one of them has an indication of a mental health condition. There are 8,000 nurses that experienced this and these are the following reasons: worked more than 40 hours a week; reported workplace harassment, discrimination, or threats; felt abandoned by managers, coworkers, or school administrators; received inadequate staff support or compensation; or assumed additional responsibilities during incidents.

In Asia, according to Aon, 47% of Asian health employees has a moderate chances and 35% probable sign as compared to other nations worldwide. Asia has a higher prevalence of depression, anxiety, and lower productivity. In Asia, 45 percent of school nurses experience mental health problems that have an impact on their productivity at work. Furthermore, out of

13,000 workers in 12 Asian locations polled in November 2022, 51% said they felt more vulnerable to stress than they had in 2021.

In the Philippine healthcare system, Filipino healthcare professionals mentioned burnout as the significant reason for mental health concerns that lead to overseas migration, misemployment, or unemployment that causes the country's nursing shortages. Working in the medical field, I witnessed numerous issues that contribute to Filipino nurses' burnout, including low pay, absent or delayed benefits, understaffing, excessive workloads, and a lack of advancement opportunities compared to other professions.

According to Undersecretary Ho of the Department of Health, promoting wellness in the environment is needing a reinforcement especially in the field. essential to our medical professionals' ability to successfully carry out their healing roles as well as to the development of relationships between friends and family as they return home with conclusive mental health and wellness habits. There are benefits and drawbacks to workplaces in terms of mental health. Because their job involves saving lives and caring for patients, healthcare workers have experienced extreme and ongoing stress.

If an individual is employed by a government institution, 33,575 PHP will be the starting pay. If we can see it, it's highly competitive, but most of the work that the government assigns are contract-based. In the worst case, this income would only amount to 22,000 PHP without perks, and the post is not permanent. We also cannot ignore the reality that private hospitals in the Philippines do not offer salaries that are competitive. Currently, private hospitals are only offering PHP 8,000 per month. In addition, inflation is a problem, particularly in the Manila. One of the busiest cities in the nation, Manila is home to universities as well as all the nation's employment.

Filipino nurses are therefore more likely to experience burnout and frustration due to low salary and high living expenditures, particularly in urban areas, which will reduce their commitment to the profession. In what way does that make sense? Filipino nurses may run out of money due to the rising cost of living and may have no choice but to go for more lucrative jobs.

A healthy population is the foundation of an efficient economy. By acting quickly and decisively, the country has made progress in anticipating and managing health hazards. By doing this, we may accelerate health systems and increase our ability to withstand emergencies related to health. It is crucial to lessen mental health issues and suffering. In a similar vein, the definition of mental health itself implies that achieving the Sustainable Development Goals is linked to having excellent mental health.

In Schools Division Office of Tarlac Province, the ratio of school nurses to learners is normally 1:7,000, but it can reach 1:12,000, which is far greater than the 1:5,000 limit set by the Philippine Department of Health. The high ratio of school nurses to students may result in managing more than two districts instead of just one. Considering the increasing number of Filipino students, these problems can be resolved by hiring additional permanent positions at Schools Division Office of Tarlac Province.

Nursing is one of the most well-known occupations since it offers the most comprehensive variety of services in the medical industry. Nurses perform essential tasks in the medical area and contribute to their communities in several ways. Nurses support patient rights, healthy lifestyles, and health education in addition to direct patient treatment. Although the precise duties that nurses perform have changed over time, their significance to healthcare has not changed.

The school nurse must be a part of a planned approach for offering children and adolescents complete health services. More and more students are showing up for class with long-term medical needs that necessitate supervision during the school day.

As one of the school nurses in SDO Tarlac Province, as living proof, I encountered those challenges, and I want to make a proposed solution that would enhance our lives. Given the pressures of our profession, this study is a great way for us to enhance our decision-making and coping skills. for all, our wellbeing has an impact on our work and the individuals we look for. I'll investigate the range of situations that impact our social, emotional, and physical health. I think the physical and mental health of school nurses is good. It's no secret that nursing can be a difficult profession. People's health is impacted by events that take place globally.

The researcher chose to conduct this analysis in conjunction with these factors because of the importance of nurses adhering to the standards set by their place of employment and the challenges specific to their field of work. As a result, this study also offered strategies for strengthening school nurses' resilience to provide a responsive healthcare system that consistently provides high-quality patient care services.

Statement of the Problem

This study determined the socioeconomic status and psychological wellbeing of school nurses in Central Luzon, Philippines.

Specifically, the study answered the following questions:
1. What is the profile of the respondents in terms of their socioeconomic status:
    1.1. Family History
    1.2. Education and
    1.3. Insurance
2. How is the psychological wellbeing of school nurses in the Department of Education Central Luzon be described in terms of;
    2.1. Autonomy
    2.2. Environmental mastery
    2.3. Personal Growth
    2.4. Positive Relations
    2.5. Purpose in Life; and
    2.6. Self-Acceptance
3. Is there a significant relationship between socioeconomic status and psychological wellbeing of the respondents?
4. What are the problems encountered by the school nurses involving their socioeconomic status and psychological wellbeing?
5. What measures could be proposed to the human resource management and development that will enhance the socioeconomic status and psychological wellbeing program for school nurses?
6. What are the implications of the study to the public administration?

Hypothesis

H0: There is no significant relationship between the socioeconomic status and psychological wellbeing of the respondents.
H1: There is a significant relationship of the socioeconomic status of the respondents as to their psychological wellbeing.

Significance of the Study

The development of a network of support facilitated by this knowledge will assist nurses effectively handle the pressures associated with their employment. and job demands; as a result, it can lead to better services for the faculty, staff, and students at the school. The survey can be beneficial to the following concerns:

To the Department of Education, manuscript provided background information on the socioeconomic status and psychological wellbeing program for school nurses, which is used to design a capacity building program. In addition, the result can provide feedback that would serve as a benchmark for reviewing policy and identifying priority areas for improvement in the areas of socioeconomic status and psychological wellbeing programs of school nurses that affect their effectiveness in providing quality care.

To the School Nurses, this study assisted school nurses in assessing their own coping strategies and decision-making processes in light of the pressures of their line of work. It helped them understand how various factors, some of which they can manage, impact their physical and mental well-being. Thus, self-improvement is inevitable.

To the Community, the findings of the research opened my mind to the distress and selflessness that school nurses undergo in their line of work. Support and gratitude are therefore required anytime they do a task in the school community to promote nutrition and health to the student body as well as to teaching and non-teaching staff.

To the learners, the results of this study offer a useful method for determining the level of psychological wellness and socioeconomic situation of each nurse. As a result, it gave school nurses a way to improve their physical and mental health, allowing them to care for students more actively and successfully. Since one of the responsibilities and functions of school nurses is to provide pupils with high-quality nutrition and health services in the school.

Aspiring Researchers, this manuscript is a guide in utilizing different variables in the future. In particular, the outcome offered theme baseline data for additional investigation into the problems raised in this study.

Scope and Delimitation of the Study

Finding out about the psychological wellness and socioeconomic status of Central Luzon's Department of Education school nurses was the goal of this study. The school nurse's profile included information on personal characteristics including insurance, education, and family background. To provide responsive healthcare, a recommended measure was developed based on the study's findings and offered to human resource management and development. This measure offers interventions to help employees deal with the workplace.

In addition, the study makes utilized Cochran's Formula by the researcher. The responders were chosen at random, with everyone having an equal chance of being chosen. School nurses employed by Central Luzon's Department of Education made up the study's respondents. 166 of the 291 school nurses that participated in the survey were the respondents.

Literature Review and Related Studies
Duties and Responsibilities of School Nurses

The school may be the second most important location in a child's life, behind their home. Taking care of children during the school day is becoming more and more difficult for doctors as more students arrive with physical or mental health issues. Research has shown a relationship between health and learning, like the relationships found between student well-

being, school nurse availability, and academic accomplishment. The goals of school nursing care are to advance both health and learning. Today's students may encounter homelessness, immigration, poverty, violence, and family issues, all of which emphasize how critical it is to get treatment.

A safe and healthy community is essential for an individual's long-term growth, academic performance, and general well-being. To solve healthy concerns and support learners' growth and development so they can ultimately fulfill their aspirations and feel purposeful in life, it is also essential that we collaborate with other organizations and engage stakeholders.

School nurses play an important role in every school since they are taking care of the learners as well as the whole community for the children to achieve good health holistically. School nurses are collaborating with the teachers on how they can integrate mental health into their curricula for them to target a spiral approach. Furthermore, school nurses join forces with the school heads, teachers, barangay health workers, learners, and families because we believe it is an interdisciplinary approach to assess, identify, refer, and provide continuous support for those who identify learners with special needs, especially their mental health. With the help of the guidance counselor of each school, school nurses serve as advocates for mental health and referrals for services both inside and outside of school.

In the Philippines, as much as possible, every district of each division has a designated school nurse for them to provide quality health care for every student and for us to resolve minor diseases being experienced by the learners when they are on the school premises. The overall target of the Philippines towards universal health of everyone is a big accomplishments and investments made in the children of our nation. Long-term medical conditions are becoming increasingly common and complex. Measles and pertussis epidemics have increased because of the growth in vaccination exemptions.

Young adult who experienced aggressive behaviors at home or at school, and bullying, are also more prevalent and often show symptoms early in life. The preadolescent and adolescent years are when many risky practices first emerge. According to research, having a school nurse on staff enhances chronic condition management, vaccination compliance, student retention, and academic achievement by decreasing absenteeism, increasing health, and helping in the detection and treatment of mental health concerns.

School health services can be delivered in a most effective way of there are deployed school nurses for each school and can be a result on increase academic achievement and encourages student attendance. Bohnenkemp, Stephan, and Bobo (2015) add that it also improves the management of chronic illnesses, lowers absenteeism, boosts vaccination compliance, promotes health, and helps identify and treat mental health issues.

Although it is well known that school nurses can assist students with diabetes and asthma in which it indicate that they are effective in treating obesity. Of the reviews that were found, the majority are of very low quality, with only six papers classed as medium level (one of which was a meta-analysis). There were 289 primary studies found in total. Randomized controlled trials (RCTs) and observational studies accounted for about 25% of the primary publications that were located; 20% of these had a low risk of bias. This investigation is just the beginning of the process to achieve this goal; further studies on the effectiveness of school nurses are needed. Researchers in school nursing should incorporate the widespread absence of quality standards in their work into their scientific discourse to give lawmakers and other researchers sufficient evidence.

In the Philippines, there are thousands of school nurses with the capacity to provide mental health services in their environments. These school nurses are the first medical professionals to focus on the holistic health of their students, making them an excellent resource for evaluating and assisting students with their mental health needs. These nurses can support mental health problems in prevention, assessment, early diagnosis and intervention, and treatment by putting their skills to use.

School nurses are vital in helping kids maintain their mental health. They engage directly with children on a regular basis, so they can spot symptoms of pain or mental health issues. To guarantee that the right care is given, school nurses can work in conjunction with other experts to conduct assessments, offer early intervention, and apply their knowledge and skills. Because of their knowledge with school surroundings and their interactions with them, they can build trustworthy relationships with children, fostering a secure space for students to voice their concerns.

Socioeconomic Status

In determining the socioeconomic status of an individual, the following must be met the net income, bachelor's degree, financial stability, and subjective assessment. The quality of life of a person can be categorized based on their financial stability in relation to the opportunities that are given to them. Poverty is composed of mental and physical anxiety, not even a single idea.

Socioeconomic status affects our mental and physical health and even how individuals perform. If an individual has a low socioeconomic status, it will probably correlate to low academic achievement, poverty, and a low healthy lifestyle. Biases in standard of living, availability of resources, and even health are present in society. Because of the restricted resources provided to the poor, it is therefore difficult for the government to close the wealth gap. On the other hand, there are a lot of benefits and privileges that belong to the rich, even at the highest level.

According to Shen Jr. et al. (2023), studies have demonstrated a substantial correlation between socioeconomic status and life satisfaction, with those in higher socioeconomic classes indicating higher levels of satisfaction. However, social capital may serve as a mediator in this relationship. In this review, more results have been asked to totally know the duties and responsibilities that society has took place in the connection of economic status and the standard of living. Hence, the policies that is being sent by the government so that we can remove the gap between the rich and the know income earners.

The assessment of the respondents' socioeconomic position centers on the examination of cutting-edge methods for their psychological well-being. since of this, the present study examines both psychological wellness and socioeconomic position since the researchers feel it is crucial to examine the connection between these two subjects.

Psychological Wellbeing

Psychological wellbeing is fully engaged and functioning at one's optimal level when faced with life's existential challenges. Having a grasp on psychological well-being is crucial for mankind to endure, adjust, and thrive amidst the challenges brought by the twenty-first century. Moreover, assessing mental health is a crucial component in diagnosing and treating individuals with mental disorders.

A wellness can be defined as a balance and openness that affects one's social, physical and mental well-being. The American Nurses Association (2018) states that because

nurses put the safety of others before their own, self-defense training is essential. It was said that nurses, as well as managers of health facilities, should be taught about the importance of self-care because they provide the most and the best patient care in the health system.

In all areas of life, mental health is important. All aspects of our lives are affected by how a person reacts to a stimulus. It also includes how to deal with stress, communicate and make decisions. In the long term, if a person suffers from persistent mental illness, he or she may experience long-term illness that can negatively impact physical and mental health.

According to DOH (2020), everyone is concerned about health and mental health. The implementation of the Sustainable Development Goals (SDGs) is easier by considering MNS. A comprehensive mental health program is provided and funded by the government that covers promotion, prevention, treatment and recovery. It is practiced at all levels of the world, from the poor to the rich. It is meant for everyone, especially those who have experienced mental problems or problems. And the government can provide various types of treatment such as drugs and rehabilitation facilities. The main goal of mental health programs is to make everyone in this world happy, without painful experiences, without mental illness, without neurological diseases, without substance abuse and other related addictions.

Kinman, Teo and Harris (2020) research focused on midwives and nurses as health professionals. In his research, work-related stress and burnout mostly affect health workers, especially nurses and midwives, as they are the front line of defense. This risk, as well as the suicide rate among female nurses, is higher than in the working population. The number of mental disorders seems to be increasing in response to increasing needs, shortages of people and decreasing resources. The systemic nature of these pressures requires intervention at the organizational and government level. This study focused on two groups of physicians but was like the current study. Throughout human history, nurses and midwives have a special place in everyone's hearts because we believe that they are passionate about their work while working and trying to improve the lives of patients and their families. However, some health professionals are not, because they are not instilling good life qualities that can be promoted to the peer group.

The failure of the school nurse in this context affects all aspects of the school community. The overall health of nurses is important. Their physical and mental well-being, their well-being, especially at work, satisfaction at work and relationships with their colleagues are important to their overall wellbeing.

Nursing is a holistic approach where the education of each nurse as well as the students who they are handling gives a great impact on the quality of life they provide. Not only the students itself but also the institutions.

The overall nature of nursing affects the education of new nurses as well as the students' perception of the quality of life they provide, especially in their institutions. The health literacy of school nurses is considered beneficial not only for patients, but also for the health and safety of patients. The achievements of rendering healthy services and the standard protocol of each institution alongside of the financial side is also affected.

Occupational health is related to personal satisfaction at work, including sense of belonging and job satisfaction, and positive relationships with co-workers. There are three dimensions that can be used to define wellness: physical health, spiritual and psychological assistance for growth, or the physical fulfillment of needs such as food, clothing and shelter. But these two aspects satisfied the nurses in terms of moral, social psychological aid.

Mental health

Mental health is an individuals' ability to function properly, the capacity to survive with daily stressors, and the ability to recognize one's own abilities. Therefore, all these points are used to help other people, apart from that to the society.

As part of the healthcare profession, nurses are at risk of psychological problems. The professional experience of health professionals, especially during times of national health crisis, has been psychologically intense, as these workers have experienced increased stress, anxiety, and very bad, sad (Salari et al., 2020).). Studies have shown that nurses with less anxiety reported greater resilience and greater peer and organizational support. School nurses should receive mental health treatment to increase health and well-being, and provide care, high quality.

The Professional Board of Nursing (BON) oversee the maintenance of quality of nursing in the Philippines. The board of nursing departments therefore has the responsibility to guide the development and effective implementation of core competencies. Therefore, these professionals will ensure safety and compliance to protect and preserve the importance of the institution in the country. Here in the Philippines, since psychiatric nursing is difficult, there are only a few nurses in charge because we also have problems with facilities because they are also limited.

Throughout the COVID-19 outbreak, certain healthcare professionals experience mental health issues due to excessive work hours exceeding 40 per week as frontliners, lack of staff, insufficient pay, lack of recognition, conducting contact tracing for COVID-19 cases, community stigma, discrimination, threats, abuse, and additional non-duty-related tasks. Therefore, school nurses are the ones who notify parents about quarantine and isolation, leading to a higher likelihood of them reporting signs and symptoms. That's the reason why, at that time, the school administrators could implement helpful policies and protocols to decrease job stress and improve workplace support for school nurses.

Li et al (2020) conducted their study between April 1 and April 30, 2018. The responsibility of the post was positively related to feelings of anger, hopelessness, and interpersonal relationships. Post-risk had a negative correlation with somatization, degree of work involvement, and communication skills. Multiple linear regression revealed a strong correlation between the post's risk and knowledge/abilities with the SCL-90 total score. Lastly, the post examines the abilities, challenges, and comprehension in relation to the psychological well-being of nurses in clinical settings. Maintaining a nursing career post-retirement necessitates good physical and mental wellbeing.

School nurses are people who suffer from burnout, stress, stress, post-traumatic stress disorder, and depression, and it is now increasing among them, and lower their standards. As part of a comprehensive review of the literature, a total of forty articles were reviewed. This research study developed a workshop on different types of work, stress management and other support/communication resources that can be given to nursing staff. Common themes that emerged were: "Low retention of nursing staff related to low job satisfaction, inadequate resources, unequal pay and lack of information.".

In Lu's (2017) study, nurses were among the health practitioners who suffered burnout because of their severe workload. The findings was run in a tertiary hospital in the country for them to check and investigate the relationship between role demands, situational factors, hazard exposure, and personal factors. Half of the nurses reported being ill for roughly a year, whereas the other half felt ill. Using the statistical tool Spearman's rho, it was discovered that organizational role pressure had the strongest correlation with burnout among the Philippines'

largest tertiary institutions. The following pressures were mentioned: insufficient materials, role uncertainty, low expectations, work overload, and personal problems.

Mental health is widely seen as a sensitive subject in the Philippines. In this predominantly Catholic nation, there is an occasional link between depression and worry and a lack of faith. However, this attitude has faced ongoing resistance in recent years, particularly from the younger Filipino population, which is now more vocal about sharing their frustrations, impotence, and weariness. Medical services and facilities must expand to meet patients' expanding expectations.

Dayrit and Jabonete (2022) studied the relationship between socioeconomic status and workplace pressure. The study followed a descriptive-correlational and cross-sectional strategy. The study's respondents are staff nurses from tertiary hospitals, as well as government and private institutions in Metro Manila. A heavy workload is ultimately connected with employee stress. It was reported to be moderate on the nine subscales used to assess their stress. The linked job stressors are age, marital status, number of patients, and length of employment. Efficient coping techniques and stress management policies are discussed.

According to Higuera (2020), mental stress can cause a huge degree of symptoms, from moderate to extreme, including an increase in illogical speech or physical movements, changes in appetite that result in noticeable weight gain or loss, trouble thinking clearly, difficulty making decisions, suicidal thoughts, and suicidal ideation or attempt. Because of this, many people have varied reactions to depression. It may interfere with regular work tasks, causing missed deadlines and lower productivity.

Environmental Factors to School Nurses

Dones et al. (2016) state that nothing is known about the working conditions that Filipino nurses currently face in the nation. It was challenging for nurses to meet their physiological and safety needs. Still, nurses stated that they were happy in their jobs and that they planned to stay in the area.

Anxiety and depression are thought to be the cause of 12 billion missed workdays worldwide annually, translating into $1 trillion in lost productivity. On the other side there are good points that can be used to minimize danger in the workplace and protect its employees in dealing with these concerns.

A vital component of workplace interventions that address workplace health and assist in managing work-related concerns is stress reduction. Workplace interventions is the gateway to decrease and cut fatigue and other work-related stressors, as shown by Smith's (2016) Wellness Program study. reducing the illness rate. decreasing absenteeism and raising output. Modifications to the workload, techniques to reduce exhaustion and other work-related stress, and acceptance and encouragement of open, inclusive communication are a few examples of interventions.

Despite the difficulties and diversity of the nursing profession, nurses must persevere in delivering high-quality care. This is made explicit by Republic Act No. 11036 and the rules that go along with it. "The State will strengthen the fundamental right of persons in need of mental health care, promote well-being and ensure that mental health is a priority" (Ministry Health, 2020).

According to Smith (2016), workplace interventions are among the most effective ways to treat and prevent mental health issues and stress. They can also assist reduce stress so that employees can better handle challenges at work. This is so that people's mental and overall wellness can be optimized in the workplace. This increases output, reduces sick leave, and

decreases staff turnover. One workplace solution that aims to prevent work-related stress and burnout is understanding the culture; this involves behavioral as well as cognitive training, simulation exercises, and workshops. Participation by employees in these programs necessitates thoughtful preparation, implementation, and sustainability efforts.

Mojapelo (2017) emphasized how important it is to create support systems at work. From his point of view, providing employees with the means to accomplish their work, such as adequate resources and psychological and emotional support, is what constitutes employee assistance. When workers have everything, they need to complete their jobs efficiently, they become productive and inspired to put in more effort. showcasing employees' best work, granting freedom in the workplace, and promoting efficient communication.

Organizational support is defined by Eisenberger et al. (2020) as the degree to which the establishment provides the guidelines and assistance required for them to operate as efficiently as possible. Better results for healthcare personnel have been associated with more organizational support, which will also produce positive feedback. It has also been demonstrated that higher organizational support levels lessen the negative impacts of stress.

Impact to Public Health management
The World Health Organization (2018) states that an individual's level of wellbeing and productivity at work are influenced by their mental health. It entails acting and being aware of one's own inner and external reactions; it goes beyond simply not having a mental disease. Finding balance between the internal and external domains is essential to restoring mental health. A complicated element—which could be spiritual, social, cultural, or incorporate other interrelated factors—causes this process.

According to Lowe (2016), nurses who lack mental health resilience may find it challenging to have a positive attitude at work, which may make it more difficult for them to handle challenges and stay motivated to feel fulfilled. In this sense, medical professionals are mostly protected against unpleasant work environments by the organization's long-term support networks and interventions, which could otherwise result in job role overload and burnout.

According to Friend (2017), the likelihood that nurses and other healthcare professionals will earn raises at the end of their contracts, in addition to incentives, insurance, and other benefits, increases as the need for these experts develops. Every element of our lives is impacted by mental health, but job productivity is particularly affected. When an employee's mental health declines, key performance markers including creativity, productivity, and social involvement may all suffer. Employers want to see their employees grow and succeed, and fostering a mental health culture inside the workplace can help them do just that.

According to research by Baylon (2019), nurses who are burned out are unable to find any satisfaction in their jobs. This dissatisfaction puts patients at risk for procedural errors and a deterioration in professional competence, which ultimately compromises safety. Fatigue, disengagement from work, and decreased performance are common signs of burnout among Filipino nurses. In this way, burnout has been connected to or associated with temperament, job satisfaction, and working environment.

Filipino nurses are less likely to be committed to their employment and are unable to make the decision to leave their employer, according to a study by Labrague et al. (2018). The necessity for initiatives targeted at encouraging nurses' ongoing commitment and

lowering turnover rates has been highlighted by the educational backgrounds of nurses as well as other significant personal characteristics.

Jabonele et al. (2018) studied the high stress levels that led to mental, physical, and emotional crises among nurses. Overwhelming workloads were the primary source of stress at work. The study's participants said they felt a little stressed, and their university provided a stress management course.

When it comes to addressing mental health concerns with their bosses, Filipino employees are among the least comfortable in Southeast Asia, according to a survey conducted by consumer and research analytics firm Milieu Insight. In a survey titled "Mental Health At The Workplace," which was carried out by Milieu Insight and Calm Collective Asia, 38% of Filipino employees said they were uncomfortable discussing their mental health or instances in which they felt stressors in their lives were affecting their mental wellness with their manager, supervisor, or other relevant staff members. According to Milieu Insight, this is the third-highest percentage among the six nations studied; Singapore led the list with 62 percent of employees feeling uncomfortable discussing mental health issues with their superiors, followed by Malaysia in second place with 45 percent.

Conceptual Framework

School nurses' psychological and socioeconomic well-being is associated with their job satisfaction, camaraderie, and relationships with peers and supervisors. They also experience physical, mental, emotional, and psychosocial fulfillment. The first frame displays the respondent profile with information regarding insurance, education, and family history. The six indicators of psychological wellbeing make up the second framework. The third frame shows the relationships between two variables. The issues that the respondents faced with their profession—caring for students, teaching staff, and non-teaching personnel—are depicted in the fourth frame. Finally, the sixth frame illustrates the study's significance for public health management. The fifth frame outlines the suggested intervention methods, the strategy, and the anticipated outcome to improve the socioeconomic position and welfare of school nurses. Specifically, the recommendations that resulted from the established conclusions were used to produce the output. The process's continuity is indicated by the lines that join the frames.

Figure 1. Paradigm of the Study

Chapter II
METHODOLOGY

This section provides the research plan, locale, sampling design, instruments, data processing procedures and numerical procedures that were necessary for gathering data.

Research Design

The DepEd examined the school nurses' mental and economic standing in Central Luzon. The methodology used in the study was descriptive-correlational. To describe the distinct characteristics of every respondent, descriptive studies were employed. A series of inquiries pertaining to a certain population or group regarding attributes that are addressed through data collection. It necessitated gathering information and responding to the study question (Saldana, 2016). Researchers can effectively gather, synthesize, categorize, and classify data regarding the status of events or phenomena and give precise data by using this strategy in conjunction with the right statistical tools. More information regarding the parameters, variables, and status of a study is provided by descriptive-correlational research designs.

Locale of the Study

The largest adjacent lowland region in the nation, Region III is made up of 7,102 barangays, 14 cities, 116 municipalities, and 7 provinces. Zambales, Nueva Ecija, Aurora, Bataan, Pampanga, Bulacan, and Tarlac are among the provinces. The fourteen are: San Juan Del Monte, San Jose, Angeles, Tarlac City, Palayan, Meycauayan, Munoz, Malolos, Gapan, San Fernando, Olongapo, Balanga, and San Juan Del Monte.

Figure 2: Central Luzon Map

Angeles City, Balanga City, Cabanatuan City, Gapan City, Mabalacat City, Malolos City, Meycauayan City, Olangapo City, San Fernando City, San Jose City, San Jose del Monte, Science City of Munos, Tarlac City Aurora, Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac and Zambales, are the 20 schools in Central Luzon where the study was carried out by the Department of Education's 20 schools.

WORLD EDUCATION CONNECT EDITORIAL TEAM:

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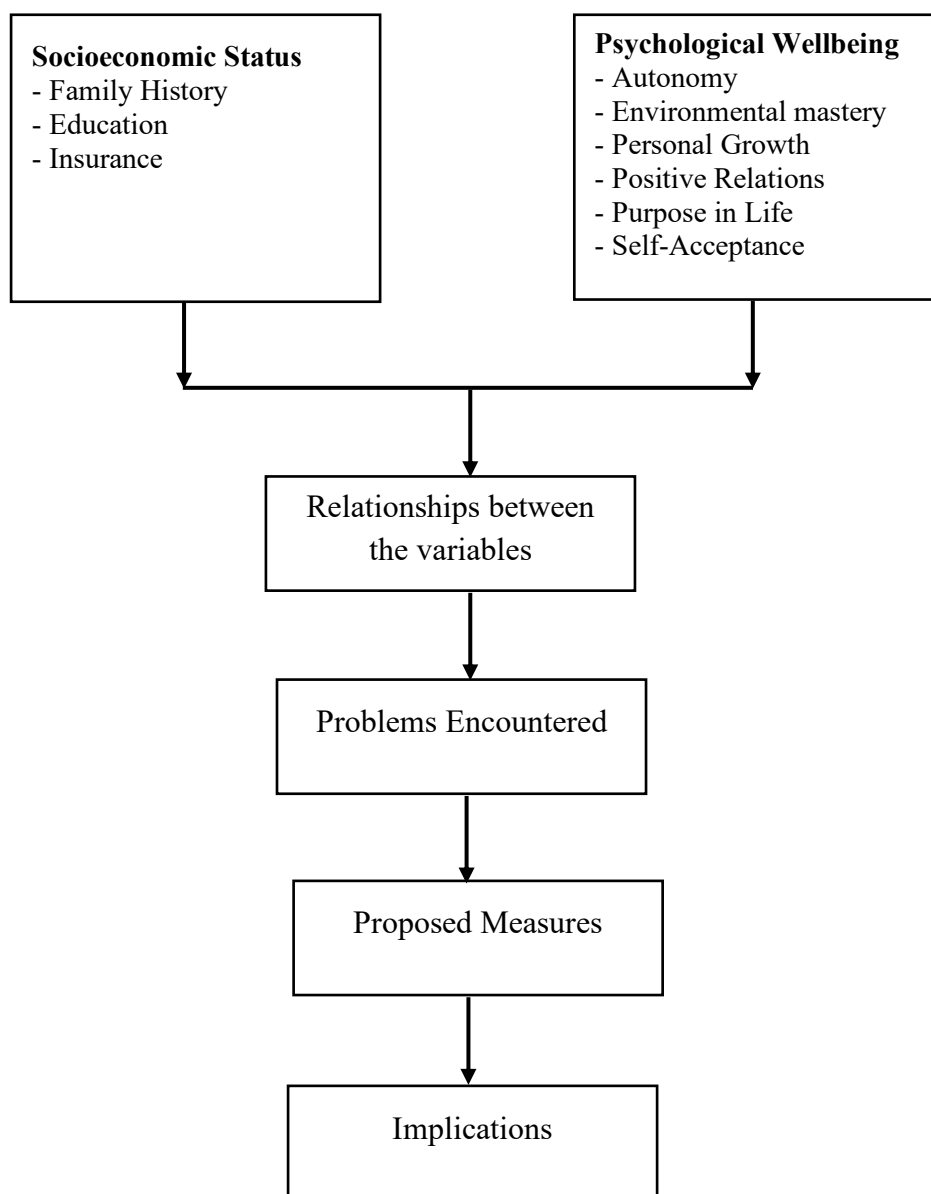**Managing Editor:** Rolando D. Cervantes, DHum   **International Editor:** Ji Young Lee, EdD.

The DepEd is one of the executive agencies of the Philippine government that oversees and guarantees access to high-quality basic education, promotes workplace balance, and concentrates on standards for teachers. On the other hand, division school nurses provide basic nutrition and health services, run health programs, and keep the school community healthy in addition to serving the division and student body.

Sampling Design

The Department of Education in Central Luzon assessed the socioeconomic stability and psychological wellbeing of its school nurses by examining the responses provided by randomly assigned nurses to the several school divisions in the region. Cochran's Formula was utilized by the researcher to get the necessary sample size for the investigation. The researcher used the "fishbowl" method of random sampling after the sample was established. The researcher took samples at random from the bowl until the necessary sample was collected. Within the 20 school divisions of DepEd Region III, there are a total of 291 school nurses.

$$n = \frac{z^2 * p\,(1 - p)}{e^2}$$

If the number of samples is represented by n, population proportion is denoted by p, , the margin of error is represented by e, and z represents the z value. The study determined that out of 291 populations, there were 166 samples. Each segment's sample count is listed below.

School's Division	Population	Sample	Percentage
Aurora	36	21	12.65
Bataan	16	9	5.42
Bulacan	41	23	13.86
Nueva Ecija	40	23	13.86
Pampanga	40	23	13.86
Tarlac	33	18	10.84
Zambales	13	7	4.22
Angeles City	8	5	3.01
Balanga City	2	1	0.60
Cabanatuan City	7	4	2.41
Gapan City	3	2	1.20
Mabalacat City	2	1	0.60
Malolos City	7	4	2.41
Meycauayan City	3	2	1.20
Olangapo City	8	5	3.01
San Fernando City	8	5	3.01
San Jose City	4	2	1.20
San Jose del Monte	9	5	3.01
Science City of Munos	4	2	1.20
Tarlac City	7	4	2.41
Total	**291**	**166**	**100 %**

Research Instrument

The Standford SPARQTools website provides access to the open-source version of Ryff's Psychological Wellbeing Scales, which were used in this study. Psychological wellbeing and socioeconomic status are the two components of the tool. Insurance, education, and family

background make up the three categories in the first segment. Six factors that contribute to pleasure and wellbeing are assessed in the second section: self-acceptance, healthy interpersonal connections, overcoming obstacles, openness to new beginning, independence, and sense of direction. Three indications, for a total of eighteen, correspond to each of these dimensions. A five-point Likert-type scale, with 1 indicating "strongly disagree" and 5 representing "strongly agree," was used to rate the replies.

Data Gathering Procedures

Experts in the fields of research and healthcare delivery met on multiple consultations. To be more precise, a survey questionnaire was employed as an appropriate technique to collect firsthand information. The respondents were asked to enumerate any problems they run into while performing their jobs in their assigned divisions.

The researcher is dedicated to following proper protocol when conducting this study, which includes taking ethical factors into account. Thus, approval to regulate the study was acquired to the superintendent of each division as well as the DepEd Central Luzon Regional Director.

The DepEd regional director has authorized the letter of intent, and each division's medical director has received a Google Form via Messenger, which they should forward to the division nurses so they may respond to the questions.

The questionnaire tool retrieval for each division was secured in order to protect the privacy of all the concerns. The documents were forwarded to a statistician for the best statistical method to examine the data once they had all been gathered, summed, and tabulated.

Statistical Treatment

The financial and social profile of the respondents will be determined by using the method of frequency and percentage distribution.

School nurses' answers about the program's impact on participants' psychological welfare will be analyzed using mean.

For computing a linear correlation, the standard method is to use the Pearson correlation coefficient (r). Within the range of -1 to 1, the correlation coefficient serves as a measure of the direction and strength of the association between two variables.

Computations was done using Microsoft excel and SPSS.

Statistical Tool

To assess the degree of program implementation for improving school nurse resilience for socioeconomic status and psychological wellness, the researcher employed a five-point Likert scale.

Mean Interval	Response	Adjectival Description
4.50 - 5.00	Strongly Agree	Excellent

3.50 - 4.49	Agree	Very Good
2.50 - 3.49	Neither	Good
1.50 - 2.49	Disagree	Weak
1.00 - 1.49	Strongly Disagree	Poor

Ethical Considerations

To maintain the authenticity of the responses of the participants, the researcher made sure that there was no influence coming from outside so that we could get precise results. To ensure compliance with research standards, the researcher retained copies of the consent and authorization from all pertinent agency parties that had been approved by the Tarlac Agricultural University – Research and Development Committee before starting data collection. These individuals included the regional director and the superintendent of each division. The analyst used a Google Form for my thesis, she assured them that their answers would be kept private and would be removed after the study was over. Their estimated time to complete the Google Form was ten to fifteen minutes. However, the participants could still access their individual emails and see their own responses. Participants received informed consent forms before they could answer any survey questions.

Considering the challenges of their line of work, this study provided a valuable opportunity for the respondents to enhance their decision-making and coping strategies. Consequently, their wellbeing had an impact on both their work and the individuals they were caring for. Additionally, the study's participants received no payment. Pre-oral and final defenses would include the presentation of study data. The participants anticipated that the study's findings would be disseminated through conferences or publishing after it was completed. Likewise, the Department of Education's Central Luzon Office in Region III will get the study's findings. By writing an email or sending a message via Facebook Messenger, they might opt out of the activity. Above all, all references and information sources were correctly cited and identified.

Chapter III
PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

In this part you'll find the findings from examining the data along, with conversations and explanations about the factors explored in relation to how the financial status affects the health of school nurses, in Central Luzon. The data gathered was shown through written descriptions and tables using methods to interpret and analyze statistics.

1. **Socioeconomic Status of the Respondents**
    SES is the societal position of an individual or group. SES is commonly utilized as an idea to assess family levels (Bofah and Hannula 2017).

1.1. Family History
A family's place, in society and standing are influenced by their background. Al (2023) have explored how the socioeconomic backgrounds of school nurses can affect their wellbeing.

1.1.1. Age
Psychological theories of aging, including Erik Erikson's stages of psychosocial development, describe how people go through different phases of life and deal with existential concerns like purpose, identity, and fulfillment. Age-related factors may also affect psychological wellbeing, including coping strategies, social support networks, and life transitions. Erikson (2024)

Table 1

Age of the Respondents

Age	f	%
18 to 36	55	33.1
37 to 55	111	66.9
Total	**166**	**100.0**

Table 1 makes a clear distinction between two age groups: those who are 18 to 36 and those who are 37 to 55. 55 of the 166 individuals, or roughly 33.1% of the sample, are younger—that is, between the ages of 18 and 36. As opposed to this, a higher percentage of respondents—111 out of 166, or roughly 66.9% of the sample as a whole—fall into the older age range of 37 to 55. The distribution of practitioners in the school nursing field indicates a significant generational divide, with most of them being between the ages of 37 to 55.

Most of this age group may indicate an increase of seasoned professionals filling positions in school nursing; this could be explained by a combination of long tenure in the field, accumulated knowledge, and solid professions.

The respondents in this age group are those who are already experienced and have been working for a long time, which would correlate to the economic status to which they belong today. Their stable careers are an avenue for more opportunities when it comes to resources, especially in the financial aspect, which is beneficial not only to the food, clothing, and shelter that they have but might also be beneficial to their mental health.

On the hand, decreasing the number of younger generations or those who belong to the age group of 18 to 35, they say the nurses may think of extra strategies to get and stay the fresh talent for us to maintain and set the fire in adjusting to the changes especially in the health careers setting. And these are the reasons why young adult right now overthinker and been thinking the future and not leaving or forgot tong the moments. Giving enough salary and benefits would be an indicative that our young nurses would be stay as well as mentoring for the older nurses can be an interplay for the new nurses to stay.

We can infer from the findings that there are relationships between SES and psychological wellness. When compared to people with lower SES, those with higher SES typically report better overall mental health, less depressive symptoms, and higher levels of life satisfaction (Adler & Rehkopf, 2008).

Growing older is therefore a complicated process and very complex. Research has shown that older people are more emotionally stable and content with their lives than people in younger age groups (Diener & Suh, 2018), but other research (Pinquart & Sörensen, 2021) mentioned that as you grow older the chances to experience complex life towards decision making.

In conclusion, there is a general correlation between age and assumptions, beliefs, and social roles. Societies may have norms and beliefs about what is morality, duties, and proper behavior at different phases of life. Social networks and support systems are vital for improving wellbeing and quality of life throughout life. Connections with neighbors, relatives, and friends can offer chances for companionship, social contact, and emotional support.

1.1.2. Sex

Sexuality encompasses a wide spectrum of psychological and emotional experiences related to fulfillment, affinity, attraction, and preference. Individual variations in this participation could be impacted by social, cultural, and biological factors.

Table 2
Sex of the Respondents

Sex	f	%
Male	55	33.1
Female	111	66.9
Total	**166**	**100.0**

The gender distribution of the population under question is provided in Table 2. Male responders make up 33.1% of the total, or 166 out of the total. There are more female respondents than male respondents, despite females comprising a bigger portion of the sample. Nonetheless, women make up the majority of respondents—111 out of 166, or 66.9%

of the total—having completed the survey. This chart highlights the majority of school nurses being female.

This distribution highlights the fact that most school nurses are female. The increasing number of women in nursing may be an indication of broader cultural trends, since the profession has historically been associated with women. Furthermore, hiring decisions may be influenced by social and cultural norms.

As we all know, when we are thinking about the nursing profession, the first thing that comes to mind is that it is intended for women and not on the male side. If we look at the history, the nursing profession is not the top good profession that somebody wants to be because, during that time, nurses were correlated with low income and low opportunities for advanced professional growth, which can affect our female nurses. Hence, there are stigma that when we say that female nurses are not very excellent, no absenteeism, etc. that might cause them pressure in their chosen career.

On the other hand, the decrease in skills and the decrease in the in the percentage of males in nursing schools can be evidence that male nurses go the extra mile and make an make an effort to boost gender diversity. Often, disparity and gender bias in the profession of nursing can be a challenge for our nurses and might cause mental problems. Furthermore, male and female problems with regards to socioeconomic status were being affected in different ways, like unequal salaries being given and even unfair resources. For us to remove these disparities, they recommend that there be a standard reform to give what is due to both male and female because they are the same living in this world, opportunities when it comes to professional conventions and workplace rules.

We cannot deny that fact that both men and female is at risk in experiencing mental issues. Women usually experienced low economic status because of gender gap, biases on work and caregiving responsibilities. This challenge is a n avenue for male and female to feel those mental health problems among themselves.

Specifically, at the stage of our lives we cannot deny the fact that there still disparities on gender. The profile of the respondents focuses on how important it is to be learned because it is closes to gender inequality and its more exclusivity rather than inclusive approach to target the health and economic development of our respondents. The government has its own capacity to provide to his people the efficient, welfare and equal sexual relationships by carrying a equal opportunities in every aspect and providing a law for the SOGIE bill to be push thru.

1.1.3. Ethnic Origin

All over the Philippines, Central Luzon (Region III) is the most diverse region in which it surrounds of different ethnic groups that makes the region more diversified specifically on the economic status of the people. This compose of Aetas, tagalog, Samblas, Kampangpangan and Pangasinenses and every tribe is distinctive with regards to their custom, culture and language.

Table 3

Ethnicity of the Respondents

Ethnicity	f	%
Tagalog	84	50.6
Ilocano	45	27.1
Kapampangan	37	22.3
Total	**166**	**100.0**

Table 3 provides insights into the diversity within the community under investigation by illuminating cultural representation and potential differences in experiences and perspectives across different ethnic groups. The largest ethnic group among the investigated respondents is made up of Tagalog nurses, who account for 84 out of 166 respondents, or around 50.6% of the sample. Ilocano nurses comprise the second largest group with frequency of 45, accounting for approximately 27.1% of the sample. They are adhered to closely. Kapampangan nurses, with a frequency of 37, are the least numerous ethnic groups, making up around 22.3% of the whole sample. This distribution draws attention to the diversity of representation from various ethnic groups within the school nursing profession.

The division focused on different culture of different schools, which is more diverse and happy because of the people who belongs on it and have fruitful ethnic background. It is crucial that demographic and location of the people can have an impact on the results of each ethnic group. Furthermore, the uniqueness of ethnic upbringing between nurses has something to do with the perspective and even traditional competencies that are very important for in giving artistically efficient care to a different student.

Socioeconomic status has an impact to the ethnicity of the respondents as well as their mental health. The sociocultural is the strongest factor to be considered in. Organized obstacles is the one that they are looking to it as barrier with regards to the socioeconomic status correlating tot eh ethnic group. Wherein the discriminatory hiring process and limited access to the job and lastly the educational opportunities for all especially to the ethnic group where they belong. It is difficult for them to experience all this thing. As a nurse of San Joe West District and handling seven IPED school where the tribe Belong. I experienced their low self-esteem with regards to meeting with people, going to school everyday that they need to prioritize first the work in the farm over the entering school. This is the battle that we need to cut it down and inspire them that what is the privilege that is being give to other ethnic group such as the Tagalog hence also must be given to them, so that in the long run their economic status and holistic health must be achieve. In the aspect of school nurses, they could also encounter lapses in career advancement or even financial crisis. Cultural disparities and

marginalization or prejudice based on ethnicity can also aligned to stress and feeling of detachment among nurses. On the other way around, that this is the sad reality where nurses from the fortunate towards social and economic aspect it may have more access to the availability of resources that can reach their wellness.

Tribe is a big factor in finding out the mental health since every individual from a diverse backgrounds can experience unique stresses as well as cultural element that have a robust impact on mental health. There are reports on racial discrimination and acculturation stress being felt by the ethnic minorities.

To conclude, the relevance among SES and ethnic region here in Central Luzon would signify the degree of pain and escapades by teach ethnic group especially those who are indigenous people. For us to remove biases and discrimination we always consider the marginalized communities and respect the history of each ethnic that would preserve their authenticity.

1.1.4. Civil Status

There are four types of civil status: married, single, divorced, and widowed. A person's SES can be greatly impacted by their marital status for several reasons, including access to resources, social support, opportunity, and income.

Table 4
Civil Status of the Respondents

Civil Status	f	%
Single	44	26.5
Married	122	73.5
Total	**166**	**100.0**

Civil Status has an impact on the personal lives and future support that they will be needing, that is why the prolife of school nurses is important. Table 4 presents that married individuals compose of 122 out of 166 or 73.5% of the respondents and 44 respondents or 26.5% of the sample belong to the single category.

Most of the respondents belong to the married category and it signify that they have strong reinforcement systems in addition to the employment dedication. This is the benefits of a person who are married: having someone to care on during the time of sadness, having spouse to share expenditure, emotional support, and stability, boost mental health and fulfillment at work. Additional, married nurses since they have partners it would lead to greater opportunity in helping one another that would lead to work-life balance most especially in handling and guiding their family as well as being an employee.

Still, at the end of the day the civil status would not be the key in determining their wellness because there are still a lot of factors to be considered. Single nurses can still have a sense of contentment and support system outside of being marriage. We cannot deny the fact at times that married nurses experience difficulties in combining their commitment to their families and being an employee. This investigation can be a driving force in giving proper assistance and resources.

Out of 122 in a total of 166, or 73.5%, of the total responders are married. Those who have entered a legally recognized marriage comprise this group of responders. Matrimony can provide economic stability by dividing work, sharing resources, and supporting each other in financial planning and decision-making. Things like marriage contentment, spousal support, and family harmony may influence married people's psychological health. Being married can prevent loneliness and provide emotional intimacy, companionship, and a feeling of belonging. However, marital issues including arguments, inadequate communication, and parental responsibilities can also have an impact on a married couple's psychological well-being.

1.1.5. Household Members
The home plays a major role in inheritance and economics and functions as the basic analytical unit in many social, microeconomic, and political models.

Table 5
Household Members of the Respondents

Household Members	f	%
2	5	3.0
3	30	18.1
4	18	10.8
5	50	30.1
6	12	7.2
7	23	13.9
8	15	9.0
9	13	7.8
Total	**166**	**100.0**

As seen in Table 5, most school nurses live in five-person homes, which make up approximately 30.1% of the sample overall. In contrast, the sample included 13.9% of households with seven members, and 18.1% of households with three members. Comparatively, households with eight members make up around 9.0% of the sample, and families with nine members make up about 7.8% of the sample. The other categories, which make up smaller portions of the sample, are households with two, four, and six people.

The distribution of home sizes among school nurses could be a clue as to whether multigenerational or extended families reside there. Larger families may offer benefits including resource pooling, emotional support, and shared obligations, all of which can enhance the resilience and general wellbeing of school nurses. Having said that, it's important to recognize that different homes have different sizes and configurations, which may make it more difficult for nurses to balance their duties to their families and their jobs. Knowing the make-up of school nurses' households can aid in creating resource and assistance plans that

are specifically tailored to their needs and foster an environment that promotes their overall wellbeing and job satisfaction.

There are many ways in which a household's characteristics can affect an individual's mental health. For example, being raised in a supportive and stable family can help people feel safe and accepted, but living in a home where there is conflict or instability can cause stress and negatively impact mental health (Amato, 2010).

1.1.6. Language used at Home

Spoken language is a well-established form of communication that relies on vocabulary and syntax. The great cultural and historical diversity of human language makes it unique; important differences have been noted over time within and between cultures.

Table 6
Language used at Home by the
Respondents

Language used at Home	f	%
Tagalog	108	65.1
Ilocano	17	10.2
Kapampangan	41	24.7
Total	**166**	**100.0**

On Table 6 it shows 108 out of 166 occurrences, or around 65.1% of the sample overall, school nurses most commonly utilize Tagalog. Kapampangan, which makes up about 24.7% of the sample, is the second most spoken language after Tagalog with a frequency of 41. Conversely, Ilocano makes up only 10.2% of the sample, making it less represented. This distribution highlights how widespread Filipino languages are among the people that school nurses serve. It reflects the makeup of those populations.

Filipino dialects, such as Tagalog, Kapampangan, and Ilocano, are widely spoken in regions where specific socioeconomic challenges may exist, such as barriers to healthcare access and limited opportunities for education and work. School nurses in these regions might face similar financial difficulties that affect their overall health and ability to make ends meet. Depending on their language and cultural background, different persons may have varying access to healthcare resources, employment prospects, and educational attainment.

Adeptness to language is also important on the health of our nurses most especially in multicultural surroundings where we are targeting a bridge to the students, families and co-employee that needed effective articulation. Based on my experience, since the district that I'm handling it is very difficult for me to communicate and build apathy, that's why the comfortability and the feeling of security is somehow lower. But if we can build language in a more secure, we can be able to prevent the feeling of alone, irritated and frustrated which is an indicative of failure towards your work.

School nurse who belongs to the minority ethic groups may feel discomfort in reaching mental health since they can experience difficulties in communication which we know the fact the tagalong language is being use of all. Nonetheless, good coping mechanisms,

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support from the family, and away from stress is a good avenue for communication. The correlation between language use and socioeconomic position could be seen as a sign of access to opportunities, knowledge, and resources related to proficient use of the dominant language (Tagalog).

1.1.7. House Description

One frequently feels more stable and secure when they own a home. Owning a home can bring you more peace of mind than renting, when contracts may expire, or landlords may choose to sell the property.

Table 7
House Description of the Respondents

House Description	f	%
Owned	115	69.3
Live with friends	8	4.8
Live with family	43	25.9
Total	**166**	**100.0**

Important information about their household stability, social support networks, and overall quality of life is included in Table 7. Out of 166 respondents, 115 belong to the owned group and constitute around 69.3% of the sample overall. It may indicate that there is a significant portion of school nurses are homeowners, indicating a level of financial stability and dedication to real estate. Being a homeowner can provide advantages including security, freedom, and the opportunity to build wealth. However, only 43 of the 166 school nurses in the sample—roughly 25.9%—live at home. Living with family members can have various benefits, such as shared responsibilities, emotional support, and even reduced living expenses if household expenses are divided among multiple family members. Finally, there are 8 people who live with friends, making up 4.8% of the population. The age range of the responders shows that they can live independently and are creating their own lives.

Research has shown that unfavorable living conditions, such as traffic, inadequate heating, wetness, and a lack of safety measures, are correlated with mental health outcomes and increased psychological distress. Living in poor quality housing can exacerbate mental health conditions by increasing stress, feelings of insecurity, and social isolation.

Overall, the relationship between house descriptions and socioeconomic status suggests a gradient of housing stability and financial resources, which may have implications for psychological wellbeing. Even if owning may imply greater financial security and stability, living with friends or family can offer social support but may also come with trade-offs in terms of privacy and freedom.

1.2. Educational Background

Education is an ever-evolving system of growth and progress. It boosts a person's personal social economy in addition to the national economy. (Tilak, 2021). Education plays a

pivotal role in mitigating poverty and socioeconomic disparities in emerging countries (Okoro, 2020).

Table 8
Educational Background of the
Respondents

Educational Background	f	%
Bachelor's Degree	123	74.1
Graduate School	43	25.9
Total	**166**	**100.0**

Table 8 provides insight into the correlation between academic achievement, socioeconomic opportunities, and mental health outcomes. The majority of respondents (123 out of 166, or around 74.1% of the sample as a whole) have a bachelor's degree. This suggests that many school nurses have completed their undergraduate degrees, typically in nursing or a closely related field. Only 43 respondents, or 25.9%, out of the 166 total have pursued graduate-level coursework, such as master's or doctoral degrees. A doctorate degree offers opportunities for leadership growth, professional advancement, and additional expertise, even though it is not necessary to serve as a school nurse. Graduate-level nurses may possess greater knowledge in public health, school nursing administration, or pediatric nursing, which can enhance their ability to manage difficult medical cases and advocate for the wellbeing of students.

A person who wants to enroll in a graduate school has several factors such ambition, job aspirations, and intellectual curiosity, all of which can improve psychological wellbeing by providing purpose and meaning to one's life. However, the stress, worry, and burnout that can arise from graduate school's demands—including workload, competitiveness, and academic pressure—can also have a short-term negative impact on psychological wellbeing.

Higher levels of education are linked to better general mental health, lower incidence of depression, and more life satisfaction (Ross & Mirowsky, 2013). Education gives people the social skills, cognitive capacities, and problem-solving skills they need to manage stress and achieve their goals in life.

1.3. Insurance

The fact that socioeconomic inequality is recognized as a major factor affecting people's health at all ages presents a serious challenge to global healthcare systems. Retirement benefits, affordable healthcare options, and long-term care options can all affect a person's socioeconomic status and future financial security (Goldblatt, Boyce, & McNeish, 2010).

Table 9
Insurance of the Respondents

Insurance	f	%
PhilHealth	132	79.5
Private Insurance	8	4.8
Both	26	15.7
Total	**166**	**100.0**

Table 9 represents healthcare accessibility in which it is one of the categories that is very helpful on assessing the respondent's wellbeing and economic status. 79.5% or 132 of the sample out of 166 has a health insurance through PhilHealth. The country's health insurance in the Philippines is what we called PhilHealth. Every member of it has a financial assistance and an avenue to basic medical care. This PhilHealth insurance can be beneficial for school nurses which they can be use of primary services like hospitalization, outpatient care for them to target their overall health.

In contrast, 8 or 4.8% only out of 166 respondents mentioned that they have private insurance. This insurance usually has a lot of offers with greater benefits such as covering most of the bills as compared to the PhilHealth that has a maximum to be covered based on the illness or diseases of the patients. On that note, it is better for the nurses to have a private insurance because the can able to enjoy better access to healthcare benefits. Hence, more options are available depending on the coverage of the insurance policy wherein it s a good avenue to lessen of the school nurses when they are suffering from illness or diseases.

Moreover, 26 or 15.7% out of 166 respondents have private insurance and PhilHealth coverage, it means it is much more to our respondents since the benefits form the PhilHealth and private insurance will be combined that is why most probably the nurse's no longer payout on their pocket after they got hospitalized but still depends on the coverage policy of the private insurance.

Studies indicate that those with health insurance typically experience better mental health results than those without. Access to assessment and rehabilitation, chronic diseases treatment, and preventive care is made easier by insurance. These treatments can help lower stress levels and enhance general wellness. Nonetheless, insurance coverage varies depending on the socioeconomic category.

Overall, the connection between insurance coverage and socioeconomic status emphasizes how important healthcare access is to promoting prosperity in general. Even though PhilHealth provides many respondents with the essential basic coverage, those from higher socioeconomic backgrounds can take use of the extra benefits and options that come with private insurance. Understanding these connections can aid in the development of policies that, by expanding healthcare coverage and closing access gaps, seek to improve socioeconomic outcomes and psychological wellness across a range of communities.

2. **Psychological Wellbeing of School Nurses in the Department of Education Central Luzon**

2.1. **Autonomy**

Autonomy is a fundamental element of psychological wellbeing that impacts all aspects of the human experience, including motivation, adaptability, genuineness, and social relationships. Maintaining people's autonomy is essential for their mental wellbeing, self-governance, and capacity to prosper life.

Table 10
Psychological Wellbeing of the Respondents
in terms of Autonomy

Autonomy	Mean	Adjectival Description
I'm usually inspired by people who hold strong beliefs.	3.91	Very Good
Even though my opinions differ from those of many people, I still have faith in them.	4.46	Very Good
I evaluate myself based on my own priorities rather than the standards of what other people find significant.	4.19	Very Good
Grand Mean	**4.19**	**Very Good**

The computed grand mean (4.19) of Table 10 also shows a pattern of strong autonomy and self-assurance among the respondents, indicating that the respondents' psychological wellbeing in terms of autonomy is very good, as evidenced by their responses to questions about influence from others, confidence in one's own opinions, and self-judgment.

The first statement was verbally described as "very good," with a mean rating of 3.91. This implies that the respondents do not rely on outside influences, even though they might occasionally take other people's opinions into account while forming their own ideas or making judgments.

The survey dictates that there is a strong sense of individuality, and that people make decisions independently. A mean score of 4.46 was the score for statement 2, meaning there is a robust degree of motivation in both idea and perspective. The sense of independence with regards to decision-making in many aspects was seen in this survey, which is indicative of increased self-esteem. In the end, statement 3, with a rating of 4.19, mentioned the sense of adaptability to change and being humble in prioritizing goals. This suggests that respondents moralize their own choices and objectives more than the opinions of other people, showing freedom and self-determination.

There are many studies focusing on the importance of autonomy in psychological wellbeing. It was found out that autonomy satisfaction is correlated to the higher level of satisfaction, owns effect and self-confidence. On the other hand, autonomy frustration is

significant to higher level of psychological discomfort, anxiety and depression. Autonomy is the capacity to choose one's own actions and make decisions.

In general, autonomy allows people to express who they really are and live true to who they are. Individuals who can express themselves freely without fear of criticism or pressure tend to be in better psychological health. Congruence between one's internal experiences and outward acts is fostered by authenticity, which lessens internal tensions and encourages emotional stability.

2.2 Environmental Mastery

Mastery of one's environment fosters a sense of efficacy and competence. When people feel they can influence and shape their surroundings, they are more self-assured in their abilities.

Table 11

**Psychological Wellbeing of the Respondents
in terms of Environmental Mastery**

Environmental Mastery	Mean	Adjectival Description
The responsibilities of daily life frequently overwhelm me.	2.86	Good
I believe I have general control over my circumstances.	3.81	Very Good
I am competent at handling the obligations of daily living.	4.20	Very Good
Grand Mean	**3.62**	**Very Good**

Respondents' psychological wellbeing in relation to environmental mastery is very good (3.62), according to the computed grand mean in Table 11. The picture is variable but generally hopeful, depending on one's perspective on control, one's ability to manage responsibilities, and the demands of daily life.

Even if they may occasionally feel overwhelmed by them, the barriers of daily life do not significantly impair the respondents' overall wellbeing. A moderate level of stress-resilience and coping skills is indicated by Statement 1's mean rating of 2.86 and verbal description of "good." Hence, statement 2 had a mean of 3.81 in which it indicates that the participants knew they have a sense of control over the environment. This suggests that the participants can actively modify their surroundings and overcome obstacles. Control over one's environment is associated with better psychological wellbeing and adaptive abilities. Finally, statement 3 got 4.20 that indicates of competence and efficacy in handling obligations and daily tasks. This demonstrates the respondents' strong organizing and time management abilities, which bolster their confidence in their ability to manage the rigors of everyday life and sense of mastery.

A wide range of human and environmental factors, including personality traits, social networks, financial resources, and chances for personal development, are leveraged by

environmental mastery. High degrees of environmental mastery are more common in those who have a sense of control over their surroundings, adaptive coping mechanisms, and problem-solving abilities.

Level of environmental mastery indicates respondents' generally positive opinions of their ability to handle their responsibilities and feel in control of their surroundings. Despite the possibility of occasional stressors, responders exhibit adaptation and resilience in coping with the demands of daily life.

2.2. Personal Growth

It is the ongoing process of developing a more profound understanding of oneself and one's life experiences in addition to expanding one's knowledge, skills, and capacities. It's also known as self-development or self-improvement.

Table 12

**Psychological Wellbeing of the Respondents
in terms of Personal Growth**

Personal Growth	Mean	Adjectival Description
Life has been an ongoing journey of growth, learning, and change for me.	4.93	Excellent
I believe it's critical to have fresh experiences that make me reevaluate my beliefs about the world and myself.	4.93	Excellent
I've long since given up on trying to significantly alter or better my life.	2.57	Good
Grand Mean	**4.14**	**Very Good**

Table 2 has a grand mean of 4.14, indicating a strong growth-oriented outlook. These data manifested ongoing learning, being open to new journeys, and taking risks to improve oneself. The thinking of the respondents in statement 1 has an impact on loving oneself by giving a space for discovery as well as personal development, this receives a verbal assessment of " excellent " and a strong score of 4.93. This inclination shows an attitude of resilience, such as firm dedication and being open to new learning and new experiences. Same as with statement 2, with a mean rating of 4.93, that means the respondents gave a high score on self-love and personal growth. Nevertheless, the participants were very active in finding an opportunity for sovereignty. Conversely, the statement granted a grand mean of 2.57, which is a little bit lower as compared to the two statements a while ago. It now recommends a more ambivalent approach to transformation. Though most of the respondents have a powerful agenda for improving themselves, there are some who are

unwilling to change. The fear and doubt were felt, and they are already used to those that are working. I know for a fact that resistance to change is always there. Some would say it was because of the history of the past and felt anxieties and a sense of control. Various societal, environmental, and human elements impact personal growth, such as learning and development opportunities, goal-setting techniques, social support networks, and personality traits. Participating in activities that foster mastery, self-discovery, and a growth mindset increases an individual's likelihood of making personal progress.

All things considered, the personal growth of the respondents reveals a generally positive and growth-oriented mentality, characterized by a commitment to lifelong learning, open for new learnings and the importance of personal development. Though some people may experience uncertainty or resistance toward change, the overall trend points to a strong foundation for psychological wellbeing based on a growth mindset and a willingness to accept life's adversities as opportunities for advancement and self-improvement.

2.4. Positive Relations

Good relationships can provide emotional, practical, educational, or instrumental social assistance. A person's psychological wellbeing is enhanced when they have access to relationships that support them and make them feel less worried and anxious. Social support helps to improve mental health overall by boosting resilience and reducing the negative impacts of adversity.

Table 13

**Psychological Wellbeing of the Respondents
in terms of Positive Relations**

Positive Relations	Mean	Adjectival Description
For me, keeping close relationships has been challenging and stressful.	2.33	Weak
I'm a giving person who is willing to give of my time to others, according to others.	4.53	Excellent
There aren't many warm, dependable relationships that I have encountered.	2.46	Weak
Grand Mean	**3.11**	**Good**

The computed grand mean (3.11) on Table 13 appeared psychological health of the participants is good. Their responses on questions concerning trust, generosity, and close relationships point to a generally positive but not entirely positive view of interpersonal relationships. On the other hand, this category on Ryff's Psychological Wellbeing Scale gets the lowest score and the weakest performance out of the six (6) categories.

Statement 1 earned an average of 2.33 and was verbally described as "weak." This suggests that some respondents would find it difficult to maintain close relationships, which

could lead to feelings of irritation or unhappiness. There are several reasons why it seems hard to keep meaningful connections going, such as communication barriers, the ability to resolve conflicts, or outside influences. Conversely, Statement 2's high mean rating of 4.53 indicated a strong sense of generosity and a willingness to invest in relationships. This demonstrates that respondents are viewed positively by others as compassionate, understanding individuals who prioritize the needs of others and are willing to offer support and companionship. Statement 3 obtained a lower mean rating of 2.46, indicating a lack of happiness or fulfillment in interpersonal relationships. This could be an indication of a perceived shallowness or poor quality of relationships, which can occasionally result from social isolation, rejection, or betrayal in the past.

Positive relationships are influenced by several societal, environmental, and human factors, including social skills, personality traits, the availability of social support, and chances for social engagement. People who engage good relationships to other people and participative in the community are more likely to experience higher degrees of pleasant interactions.

The respondents' positive connections, taken as a whole, paint a varied image; some find it difficult to keep personal relationships going, while others strongly lean toward warmth and generosity. The answers show a fundamental capacity for social connection, empathy, and compassion with a grand mean of 3.11 and a verbal assessment of "good." Nevertheless, they might still need to work on developing trustworthy and friendly relationships. Maintaining positive relationships with others, building social support networks, honing empathy, and developing communication skills are all crucial for an individual.

2.5. Purpose in Life

A sense of value, significance, and life satisfaction is what is meant by having a purpose. It entails making important decisions and establishing and pursuing lofty objectives.

Table 14

**Psychological Wellbeing of the Respondents
in terms of Purpose in Life**

Purpose in Life	Mean	Adjectival Description
I am not one of those persons that goes through life in search of meaninglessness.	3.94	Very Good
I take each day as it comes and don't give much thought to the future.	2.50	Good
There are moments when I think I've accomplished everything in life.	2.98	Good
Grand Mean	**3.14**	**Good**

Based on table 14, its grand mean was 3.14, and this is indicative of the idea of a sense of direction, contentment, and looking into the future of what's their purpose in life that would make their life worth and significant.

Statement 1 got a score of 3.49 out of 5 with a verbal description of "very good." It shows that several respondents reached the climax of life by having goals, aspirations, and a sense of purpose and direction. This vigorous answer shed light on the mental health of the respondents. Statement 2 had a mean of 2.50, which gives the idea of a more focused short-term goal and less consideration for a long-term goal. Living the presence to them is very important. There are always positive and negative results with regards to this one. Short-term goals you will be able to target and be successful at, unlike longer-term goals with a lot of struggles before you can accomplish them, which can lead to a feeling of aimlessness or stagnation. Living in the moment is the most impactful for the respondents. Just as with statement 2, stamen 3's mean of 2,98 manifested doubt or hesitancy about the future. This is due to uncertainty, complacency, or, at worst, a feeling of discontent with the respondent's lives.

Research has demonstrated a connection among life satisfaction and advancements in several psychological wellness metrics, such as general life satisfaction, subjective wellbeing, and resilience to mental illness. On the other hand, a drop in life purpose has been connected to a deterioration in wellness.

Every interviewee has a different perspective with regards to the purpose of life and ideas for the future, but all in all, all of them have a sense of purpose and direction. The overall mean of 3.14 that has a verbal description of "good" reveals that their existence has a meaning and purpose, moving forward with the goal setting.

2.6. Self-Acceptance

It is the ability to embrace oneself fully with all of one's flaws, failings, and perceived faults.

Table 15

**Psychological Wellbeing of the Respondents
in terms of Self-Acceptance**

Self-Acceptance	Mean	Adjectival Description
I like most parts of my personality.	3.78	Very Good
When I consider my life's narrative, I am happy with how things have worked out thus far.	4.14	Very Good
I feel a great deal of disappointment in my life's accomplishments.	2.54	Good
Grand Mean	**3.49**	**Good**

The psychological welfare towards self-acceptance had a weighted mean of 3.49 based on their responses to statements concerning success, personality, and life happiness. This suggests a generally positive but nuanced sense of self-worth and self-esteem.

Most participants seemed to have a positive perception of their personality traits and features, indicating a healthy degree of self-acceptance and self-esteem, as indicated by the mean rating of 3.78 for statement 1 and the verbal description of "very good." Positivity and acceptance of one's personality are indicators of psychological resilience and overall well-being. In contrast, statement 2 had a score of 4.14 which interpret as high degree of pleasure with life. This would suggest that responders are happy and fulfilled with their life's experiences and accomplishments, which would reinforce a good perception of one's own worth and acceptability. A lower mean grade of 2.54 was obtained for statement 3, suggesting some self-criticism or dissatisfaction with one's own achievements. Though the general level of life satisfaction is high, some respondents could believe that they haven't lived up to their own expectations or realized their full potential in some spheres of their lives.

In Ryff's paradigm, self-acceptance is highlighted as a critical component of psychological well-being. This paradigm holds that embracing oneself for who you are—flaws and all—and maintaining a good self-image are essential elements of self-acceptance.

The respondents' overall positive perceptions of their personalities, degree of enjoyment in life, and accomplishments are indicated by their self-acceptance, which is suggestive of a healthy feeling of self-worth and self-esteem. The total mean assessment of 3.49 on Table 17, with a verbal description of "good," reveals that there is a strong foundation of positive self-regard and self-acceptance, even in the face of potential areas of self-criticism or disappointment.

3. **The Relationship between the Socioeconomic Status and Psychological Wellbeing of the respondents**

Table 17

Correlation between Age and Psychological Wellbeing of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	-0.108	0.167	Accept H_o	Not Significant
Environmental Mastery	0.252	0.001	Reject H_o	Significant
Personal Growth	-0.144	0.063	Accept H_o	Not Significant
Positive Relations	0.081	0.297	Accept H_o	Not Significant
Purpose in Life	0.159	0.041	Reject H_o	Significant
Self-Acceptance	0.063	0.418	Accept H_o	Not Significant

In the Table 17, it reveals interrelation among age and welfare of the respondents. This finding used person correlation coefficient since we will investigate it the correlation of the profile of the respondents and their psychological wellbeing. The "environmental mastery"

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correlation score of 0.252 indicates that age and environmental mastery have a relatively positive association. Furthermore, the low p-value of 0.001 indicates the statistical importance of this relationship. This shows that as respondents age, they tend to demonstrate higher degrees of environmental mastery, or the ability to effectively manage and adapt to their environments. In the category "sense of direction," the correlation degree of 0.159 is noted as a weakly positive connection between age and aspirations. Nevertheless, the p-value of 0.041, which is lesser than the usual 0.05, dictates statistical significance. On that note, the respondents ages are more correlated to a much stronger sense of purpose in life.

It is essential that in every study we do not dictate other integration among age and other concerns about psychological wellbeing, including independence, progress, intimate relationships, and accepting oneself. The variable "autonomy has a low negative connection with age, based on the Pearson r correlation coefficient (-0.108). However, the p-value of 0.167 suggests that this connection is not statistically inconsequential. This shows that the data offered does not give firm support for the theory that the age of the participants substantially influences their aspect of choice.

Alternatively, age and personal growth have a negative correlation, as sought by the relationship coefficient of -0.144 for "personal growth"; however, the p-value of 0.063 indicates that this similarity is not statistically related. Nevertheless, there is not concrete data to support the conclusion that respondents ages have a big impact on their personal development. In connection to "positive relations," the equivalence coefficient of 0.081 indicates a slight good association, but the p-value of 0.297 shows the similarity between age and good connection is not statistically suggestive. On that note, the hypothesis that there is a major similarity between the respondent's age and their positive connections is not well supported by the data. Lastly, for "self-acceptance," the relationship coefficient of 0.063 suggests a frail positive connection, but the p-value of 0.418 exhibits that the linkage between age and self-acceptance is statistically eloquent. Therefore, the data does not give firm support for the hypothesis that the respondents levels of self-acceptance are suggestively influenced by their age.

In summary, there is substantial identity through age and a few dimensions of psychological wellbeing, like mastery over one's surroundings and life purpose, but these associations are frequently weak. Furthermore, among the respondents, a few factors show no statistically significant link with age, including self-image, positive relationships, freedom, and personal growth.

Table 18

Correlation between Sex and Psychological Well-being of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.217	0.005	Reject H_o	Significant
Environmental Mastery	0.486	0.000	Reject H_o	Significant
Personal Growth	0.259	0.001	Reject H_o	Significant
Positive Relations	0.306	0.000	Reject H_o	Significant
Purpose in Life	0.365	0.000	Reject H_o	Significant
Self-Acceptance	0.595	0.000	Reject H_o	Significant

Table 18 give the results of a thorough interconnection examination amidst the psychological wellbeing of the respondents and their sex (gender), and it also sought meaningful compatibility among gender and other characteristics of health. All of the following categories presents revealing with sex: self-image, good relations, self-development, and self-role. These investigations demonstrate how gender influences psychological health in a significant way. A statistically suggestive p-value of 0.005 and a moderately good similarity with a coefficient of 0.217 for self-determination assess that a specific gender relates to higher levels of freedom. As compared to environmental mastery that displays revealing gender differences in environmental mastery levels with a very relevant p-value of 0.000 and a strong confident interconnection (r=0.486).The moderate to robust certain relationships amidst gender and personal development, good relationship, sense of purpose and self-love are supported by low p-values, a statistical marker of compatibility.

This judgement noted that respondents' psychological wellbeing is meaningfully influenced by their gender, with some genders being attendant with higher levels of body confidence, good relationships to others, self-development, and life purpose. In compendious, this examination focused how essential it is to incorporate gender when diagnosing and promoting psychological wellbeing.

Table 19

Correlation between Ethnicity and Psychological Well-being of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.063	0.423	Accept H_o	Not Significant
Environmental Mastery	0.168	0.031	Reject H_o	Significant
Personal Growth	0.261	0.001	Reject H_o	Significant
Positive Relations	0.109	0.163	Accept H_o	Not Significant
Purpose in Life	0.013	0.872	Accept H_o	Not Significant
Self-Acceptance	0.192	0.013	Reject H_o	Significant

The table 19 above exhibits likeness among the respondent's ethnicity and psychological wellbeing. The survey indicates a relevance amidst ethnicity and some aspects of psychological wellbeing such as self-love, self-development, environmental mastery. The association coefficient in the "environmental mastery" category, which stands at 0.618, indicates a sure association amidst ethnicity and problem solving abilities. Additionally, because the p-value of 0.031 is lesser than the usual limit of 0.05, it is considered meaningful. Given that some ethnic groups reported higher degrees of environmental mastery than others, this shows that there is evidence to support the theory that respondents' ethnicity has a large impact on their level of mastery.

Equally, with regards to "personal growth", the statistical similarity of the connection is shows by the p-value of 0.001, and the connection amount of 0.261 describe relatively optimistic connected through ethnicity and personal growth. Therefore, proof indicated that the respondents' ethnicity has a meaningful influence on their self-improvement that other people. Lastly, the linkages value of 0.192 for "self-acceptance" displays that ethnicity and body positioning have a relatively absolute connection. Additionally, since the p-value of 0.013 is diminish than the normal limit of 0.05, it is statistically eloquent. This presents that the theory that respondents' ethnicity has a suggestive influence on the degree of self-acceptance as manifested in the data, with other ethnic group mentioned higher levels than others.

It is very important to consider, however, that the results do not displays a vigorous connection between ethnicity and self-perceptions, constructive relationship or a purpose of life. Nonetheless there seems to be a minor definite compatibility (correlation coefficient of 0.063) amidst ethnicity and self-role, the p-value of 0.423 mentioned that this correlation is not revealing. With that, there is no concrete proof that the respondents' race correlates their level of sovereignty. Same as "positive relations," despite that relevance coefficient of 0.109 suggest that a modest absolute linked, the p-value of 0.163 reveals that the pertinence among ethnicity and positive relations is not statistically connected. Accordingly, there is no legit documents to come up to the summary that respondent's race has an impact on their optimistic connections. Finally. For "purpose in life" the association coefficient of 0.013 reveals that a firm poor positive link, but the p-value of 0.872 investigate that the interrelation amidst

ethnicity and purpose in life is not congruently relevance. With that, there is no conclusive data to focus that the respondents' ethnicity correlate to life purpose.

In summary, environmental mastery, personal development, and self-acceptance are highly connected with ethnicity, but not all dimensions of psychological wellbeing are. This indicates that the respondents' ethnicity may have some bearing on their psychological health. According to the research provided, ethnicity does not seem to have as much of an effect on self-determination, fulfilling relationships, or a purpose in life.

Table 20

Correlation between Marital Status and Psychological Wellbeing of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.175	0.024	Reject H$_o$	Significant
Environmental Mastery	0.325	0.000	Reject H$_o$	Significant
Personal Growth	0.459	0.000	Reject H$_o$	Significant
Positive Relations	0.412	0.000	Reject H$_o$	Significant
Purpose in Life	0.300	0.000	Reject H$_o$	Significant
Self-Acceptance	0.242	0.002	Reject H$_o$	Significant

Table 20 investigate how psychological wellbeing and marital status are interconnected to each other interceding to constructive relationships, influencing ans shaping the surroundings, openness to new experience, self-rule, and self-love. This information is very important for seeking how pertinence status alter mental status. Exceptionally, there are suggestive connection among the respondents' marital status and all six aspects of psychological wellbeing. Based on the data married couple tend to have a higher degree of freedom, which is significantly compatible with a p-value of 0.024 and a interconnecting degree of 0.175 for motivation. Married couple looked to have grater resemblance of managing responsibilities, as evidenced by the slight positive connection (r=0.325) and vigorous meaningful p-value of 0.000 for sense of control to the environment. Same as with the sense of purpose, good relationships, body confidence, self-improvement are all optimistic pertinence with one's marital status. Strong revealing p-values focused the suggestive of marriage on several wellbeing related factors.

In compendious, marital status has an eloquent influence of different corners of mental health as compared to single status, married couple has powerful levels of adaptability, overcome obstacles, self-fulfillment, sense of value self-confidence. This demonstrates that there may be certain psychological benefits to marriage that enhance wellness generally, emphasizing the need of considering relationship status when undergoing mental health assessments and treatments.

Table 21

Correlation between Household Members and Psychological Wellbeing of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	-0.104	0.182	Accept H_o	Not Significant
Environmental Mastery	-0.171	0.028	Reject H_o	Significant
Personal Growth	-0.175	0.024	Reject H_o	Significant
Positive Relations	-0.158	0.041	Reject H_o	Significant
Purpose in Life	-0.306	0.000	Reject H_o	Significant
Self-Acceptance	-0.356	0.000	Reject H_o	Significant

Table 21, which offers meaningful information towards linkages to many dimensions of wellness and family structure, which illustrates the association amidst psychological wellbeing and household members. Genuine independent is not significantly identified with the number of household members; relatively, there are strong opposing links with self-perception, close relationships, problem solving abilities, personal progress and aspirations. Regarding self-governance, the relationship coefficient (Person's r) of -0.014 indicates a detrimental link, but the minor p-value of 0.182 propose no statistical significance. The domains of having a sense of control to the environment, personal advancement, understanding individuals, sense of direction and self-confidence have a statistically significant negative correlation. For instance, there is a suggestive p-value of 0.028 and modest adverse linked (r=0.171) among managing responsibilities and household in size.

This implies that when households get larger, respondents' perceptions of their overcoming obstacles tend to deteriorate. Like this, there is a significant decline in these psychological wellbeing dimensions with increasing family size, as demonstrated by highly significant p-values for body positioning, trust, self-improvement and life satisfactions, all of which exhibit somewhat negative links.

This suggests that living in a larger household may be detrimental to many elements of psychological wellness, including feeling purposeful and accepting of oneself. It's critical to realize that these interactions could be impacted by other factors and that correlation does not imply causation.

Table 22

Correlation between Language Spoken and Psychological Wellbeing of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.044	0.577	Accept H_o	Not Significant
Environmental Mastery	0.031	0.503	Accept H_o	Not Significant
Personal Growth	-0.002	0.981	Accept H_o	Not Significant
Positive Relations	0.056	0.444	Accept H_o	Not Significant
Purpose in Life	0.046	0.401	Accept H_o	Not Significant
Self-Acceptance	0.128	0.101	Accept H_o	Not Significant

Table 22 looks at the acquittance through respondents' psychological wellbeing and spoken language in terms of genuine, problem-solving abilities, self-development, trusting one another, aspirations and self-perception. A very weak positive connection is indicated by the correlation coefficient (Person's r) of 0.044 for social relationships, despite the insignificant pf p-value of 0.577 that indicate no relationships. problem solving abilities exhibits a low light strong similarity with compatibility degree of 0.031 and a non-significant p-value of 0.503. individual growth mentioned a nearly eloquent connection with a irrelevant p-value of 0.981 and an amount of -0. 002.constructive relationships have a strong modest absolute value (0.056) and inconsequential p-value of 0.444. in the resilience in life, a very low positive correlation of 0.046 and irrelevant p-value of 0.401 was seen. Finally, self-perception has meaningless correlation (p-value of 0.101) have a marginally favorable relationship (coefficient of 0.128). Overall, our research suggests that the language used here has little effect on psychological wellbeing.

Table 23

Correlation between House Description and Psychological Wellbeing of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.087	0.267	Accept H_o	Not Significant
Environmental Mastery	0.260	0.001	Reject H_o	Significant
Personal Growth	-0.019	0.813	Accept H_o	Not Significant
Positive Relations	-0.003	0.966	Accept H_o	Not Significant
Purpose in Life	0.057	0.463	Accept H_o	Not Significant
Self-Acceptance	0.314	0.000	Reject H_o	Significant

Linked through respondents' psychological wellbeing and their house description is indicated in Table 23, which brings insights in the connection among a person's thinking of their living environment and a lot of dimensions in wellbeing. The house description is evidently causing two variables, but it did not suggestively correspond with motivation, openness to new experience, positive connections, or life purpose. First, a figuratively eloquent definite related among overcome obstacles and house description (r=0.260, p=0.001) was discovered. Solid levels of sense of control to the environment – which involves self-confidence and problem-solving abilities. They are the one who have individuals that are more having good ideas on their living environment. This survey is very commendable about the good feeling about one's house that could contribute to the sense of control beyond its environment. Second, self-love and house description had a slightly favorable figuratively correlated connection (r=0.314, p < 0.001) individuals who are more optimistic on their home are also more open and hospitable of what they are.

With This implies that a good thinking in an environment can be attendant in bigger levels of problem-solving abilities, feeling of contentment, secured and safety at home.

Table 24
Correlation between Education and Psychological Wellbeing of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.003	0.969	Accept H_o	Not Significant
Environmental Mastery	0.255	0.001	Reject H_o	Significant
Personal Growth	0.146	0.060	Accept H_o	Not Significant
Positive Relations	0.143	0.067	Accept H_o	Not Significant
Purpose in Life	0.119	0.126	Accept H_o	Not Significant
Self-Acceptance	0.120	0.124	Accept H_o	Not Significant

In the verdicts of the relevance of the respondents' psychological wellbeing and education attainment in Table 24, it indicates important data in the possible cause of educational attainment on different dimensions of wellbeing. The only key that was sought to be linked with academic success was the sense of control over the environment, self-governance, self-perception, trust, self-development and aspirations. All of this did not exhibit suggestive similarity in the school level. Education level and problem-solving abilities demonstrated revealing interrelation that corresponds with an (r=0.255, p=0.001), that means that individuals with higher education levels usually felt more efficient and influencing and shaping the surroundings.

This reviewed signifies that education may provide to the people in a manner of controlling oneself over their surroundings by giving extra mile to get extra knowledge, availability of resources and solving problems.

Table 25
Correlation between Insurance and Psychological Well-being of the Respondents

Component	Pearson *r*	*p*-value	Decision	Result
Autonomy	0.350	0.000	Reject H_o	Significant
Environmental Mastery	-0.001	0.985	Accept H_o	Not Significant
Personal Growth	-0.112	0.150	Accept H_o	Not Significant
Positive Relations	-0.082	0.292	Accept H_o	Not Significant
Purpose in Life	0.024	0.758	Accept H_o	Not Significant
Self-Acceptance	0.060	0.443	Accept H_o	Not Significant

Compatibility survey among the respondents' insurance status and psychological wellbeing on Table 25 data, sheds light on possible connections between different facets of wellbeing and insurance coverage accessibility. Notably, the relationship between insurance status and autonomy was statistically significant and moderately positive (r = 0.350, p = 0.000). This implies that perceived autonomy, which encompasses feelings of freedom and self-determination, is generally stronger among those with insurance. This study suggests that by giving people access to healthcare and stable finances, insurance may boost their sense of agency and control over their lives. Crucially, however, it should be highlighted that no statistically significant correlation was seen between insurance status and overcome obstacles, life satisfaction, exploring themselves without fear, lifelong learning, body positioning and self-improvement.

This illustrates the complex relationship of factors impacting mental health and implies that, although insurance status may be associated to autonomy, it may not have a direct impact on other dimensions of psychological well-being.

4. Problems Encountered by the School Nurses

Table 26
Problems Encountered by the School Nurses

Problems	f	R
Trust issues among others and peers	109	1
Low Income	98	2
Limited career development	90	3
Heavy workload and staff shortages	81	4
No sense of purpose in life	56	5

The various challenges faced by school nurses significantly affect their efficacy and well-being. With a frequency of 109, the trust issue between students and classmates is ranked

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number one on the list. Trust issues can impede the provision of proper healthcare because they undermine students' willingness to ask for help and their peers' cooperation with the nurse. Dissatisfaction with compensation comes in second (frequency 98), indicating the undervaluation of nurses' responsibilities and skills, which affects job satisfaction and retention. The lack of opportunities for career development (frequency 90) exacerbates these issues by impeding advancement and raising discontent. In addition, excessive workloads and a staffing shortage (frequency 81) increase stress and compromise patient care, while a lack of guidance (frequency 56) exacerbates existential problems nurses encounter and depresses them. To foster a supportive environment where school nurses can give the best care possible and feel fulfilled in their profession, it is imperative that these complicated concerns be addressed.

Issues of trust among co-employees make this study vibrant. It is very difficult if you experience in your own unit the mistrust issue because it has an effect on handling students in the respective districts to which they belong. Hence, rendering treatment is quite affected because of this issue. It would now lead to inefficient collaboration among nurses that transcends the whole unit. We can deny the fact that it is happening, but we can also contain it and be professional. But based on our experience, it always influences the whole unit. outcomes-based, and even the performance of the whole team.

Here in the Philippines, despite the fact the fact that the salary grade of 16 is already higher as compared to other professions, school nurses still experience financial constraints. The respondents felt underpaid because of the work and positions that they are handling, which could now lead to stress, which could affect their performance.

School nurses are under the Department of Education and, as you know, the agency focuses on the learning and development of students. Hence, they are more focused on the training of the teachers who handle students. That is why, for those who are doing axillary work like us, sometimes it will be forgotten. Nurses experience a lack of opportunities to improve themselves because of the limited seminars and trainings being given. You can have another option for you to be able to grow, and this is to pay and find seminars outside the agency that would somehow correlate to the stress of being a being a school nurse because it may add to the budget salary.

There are still school divisions that are experiencing shortages of nurses. which they handle more than the prescribed institution. This matter is one way of having trouble handling a lot of students. In turn, they do not serve quality and standard health café deliveries because of this instance.

Despite many challenges with regards to income, salary, limited training and seminars, and understaff, the passion for the passion for us nurses is still there. We make it a priority that we give our 100 percent in delivering quality care to our learners. There are times we feel disappointment and sadness, but we still give our best to serve our countrymen.

The Philippines is facing a lot of challenges and problems, and we know for a fact that they will not be resolved 100%. In every little step that is being made by the school nurse, it has already had an impact on the good of this country. The mistrust among employees, shortages of staff, limited budget for training, and even having doubts about the sense of purpose that God is asking of us. We are very helpful to alleviate our country because we believe education is the most powerful weapon to set boundaries and uplift the lives of Filipinos. It is not easy, but we can, and it is possible, if we help one another. For now, we will stick with the things that we have and progress them to the best of our ability.

5. Proposed Measure to Human Resources Management & Development

To improve psychological wellbeing and socioeconomic status of school nurses in the Philippines, certain human resource management and development programs ought to be proposed.

Table 27
Proposed Measure to Human Resources Management & Development

PROBLEMS	PROPOSED MEASURES	OBJECTIVE	MEASURES	PERSON/S RESPONSOBLE	EXPECTED OUTCOME
Trust issues among others/peers	Safe & compassionate working environment	To have a culture of respect, appreciation, and open communication can help mitigate stress and promote openness to new experience.	Adequate staffing levels, and ergonomic facilities	- SDS - LGU - Principals - School heads	The school nurses will build sense of trust among colleagues and maximize full potential on their field of work
Low Income	Increasing monthly salary and provision of financial incentive or allowance to nurses	To advocate for competitive salaries and benefits for school nurses to improve their socioeconomic status	Regular salary reviews, allowances for professional development, health insurance coverage, and retirement benefits	- President of the Philippines - Congress - Senate - DepEd Central Office - DBM - Budget Officer	The Central Office will look and find ways as possible on increasing the school nurse's salary including the benefits and allowances
Limited career development	Opportunities for professional growth	To give chances for opportunities to improve professionally and produce enhancing skills and excellence	Symposium and continuing education courses relevant to school nursing practice.	- Human Resource of DepEd Central Office - Partner Sector: DOH - LGU - CSC	To boost and increase school nurses' confidence towards their skills and expertise

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				- Budget Officer	
Heavy workload and staff shortages	Deloading of schools handled by nurses/ Hiring of more nurses	To effectively and efficiently implement the programs of Oplan Kalusuagn sa DepEd	Monitoring and evaluation of the programs	- Human Resource of DepEd Central Office - SDS - CSC	To target 100% result and outcomes on the implementation of OK sa DepEd Programs
No sense of purpose in life	Seminars on Spiritual, Psychological & Mental Health Support Services	To promote self-care practices and resilience-building techniques can empower nurses to maintain their psychological wellbeing in the face of adversity.	Counseling services, peer support groups, and resilience training	- SDS - LGU - Principals - School heads - Budget Officer - Partner Sector: DOH - PGT	To build school nurses holistic health towards the complexity of life and navigate purpose of life

6. Implications of the Study

It is a good avenue to help the agency where the respondents are part of it and the public administration where all of us belong. This shows that these results can have a collision with nurses' goals of fulfillment, contentment, and compassion. By assessing the wellness and socioeconomic status of the respondents, we can investigate the probable causes of the problems encountered by them. Now that we look at the lapses by the department of education, it is already an eye-opener for them to give budget for the progression of school nurses towards their career progression. Hence, the lack of school nurses is also one way of opening more items for them to give to every student.

The financial constraint was also brought out, and this may be a good avenue to see what the possible solutions for this concern are so that we can minimize the effects of losing a lot of nurses here in the Philippines. A lot of nurses are now battling to choose to grab the opportunity to go abroad so that they can be able to sustain and give what is enough for their family rather than staying here in the Philippines.

This study will investigate the possibilities that nurses experience as a financial constraint that would correlate to wellness. It would be beneficial that our nurses stay here and hire more nurses so that work-life balance will be achieved as well as the welfare of the students. This survey is a guide to strategize on how they will prevent burnout and robust healthy conditions by rectifying the laws. All in all, the results put an emphasis on the importance of boosting the overall health condition of the nurse, both mentally and financially, here in Central Luzon and soon all over the Philippines.

Chapter IV
SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS
This chapter provides an overview of the data acquired in the previous chapter, along with conclusions, recommendations, and findings.

Summary of Findings
The subsequent are the findings of the study:

1. Age: Three thirds (55 out of 166 respondents) are in the 18–36 age range. Sixty-six percent of the responses, or 111 individuals, are in the 37–55 age range.
2. Sex: As a result, out of the total replies, 55 people, or 33.13% are male, and 111 people, or 66.87%, are female.
3. Ethnicity: The majority ethnic group, with 84 or 50.6% of all, are Tagalog. Respondents from Ilocos Sur, with 45 responses, rank second; respondents from Kapampanga, with 37 responses, make up the third largest group.
4. Marital Status: While married respondents (73.5% of the total) may imply people in legally recognized marriages, single respondents (26.5% of the total) may signify single people.
5. Household Members: 50 respondents make up category 5, which is the most common group based on household categorization. With thirty responses, Category 3 comes next. Notable frequencies are also shown by Categories 7 and 4, with 23 and 18 replies, respectively. Groups 8 and 9 indicate smaller family units with 15 and 13 respondents, respectively, whereas categories 2 and 6 show the lowest frequencies, indicating households with fewer people.
6. Language Spoken: There are 108 respondents who speak Tagalog, 17 who speak Ilocano, and 41 who speak Kapampangan in terms of language.
7. House Description: The "owned" group, which included 115 responses, most likely indicates a better socioeconomic status and a more stable household, whereas the "live with friends" and "live with family" categories had higher response rates (8 and 43, respectively).
8. Education: Regarding education, 123 respondents were categorized as having a "bachelor's degree," while 43 respondents—those with advanced degrees above a bachelor's—were classified as enrolled in graduate school.
9. Insurance: In terms of health insurance, the respondents' dual coverage from private and public insurers is indicated by the terms "private insurance" (eight respondents), "both PhilHealth and private insurance" (eight respondents), and "PhilHealth" (132 respondents).
10. Autonomy: All respondents had an mean ranked of 4.19, interprets an increase degree of freedom.
11. Problem solving abilities: Similarly, the calculated mean score (3.62) shows that the respondents' psychological health is very strong.
12. Personal Growth: Respondents' psychological wellbeing is highly advantageous, as stipulated by the computed mean ranked of 4.14.
13. Positive Relations: The computed average score (3.11), with a substantial shift, indicates that respondents' perceptions of their psychological wellness were generally positive, with particular emphasis on compassion, trust, and personal relationships.

14. Sense of value: It demonstrate that psychological wellbeing in terms of their sense of direction is extremely high, with an average score of 4.63, indicating great feelings of fulfillment, direction, and future orientation.

15. Self-Acceptance: Finally, a weighted average score of 3.49 for psychological welfare about self-acceptance among respondents indicates that they are generally positive about the aspects of their personalities.

16. Correlation between age and psychological wellbeing: There are statistically significant age correlations to influencing others but not for other aspects of autonomy and personal development.

17. Correlation between sex and psychological wellbeing: The significant correlations between gender and sex observed in all categories of psychological wellbeing, designate gender has a significant character in shaping psychological wellbeing.

18. Patterns across ethnicity and psychological well-being: Self-acceptance, are positively correlated with ethnicity, favorable relationships, independence from society, and life purpose are not significantly correlated with ethnicity.

19. Relation between mental wellness and marital status: There is an outstanding correlation between each of the six components of psychological pleasure and marital status.

20. Connection amongst number of household members and psychological overall health: Self-acceptance, meaningful connections, environmental mastery, individual achievement, and life purpose are all positively connected with the number of household members; however, autonomy is not.

21. Correlation between language spoken and psychological wellbeing: Psychological wellness is not significantly impacted by speaking in any of the six domains.

22. Correlation between house description and psychological wellbeing: While environmental mastery and self-acceptance are significantly impacted by the house description, self-government, self-improvement, good relationships, and feeling of direction in life are not significantly correlated with it.

23. Correlation between education level and psychological wellbeing: Only environmental mastery has a statistically significant association with academic success; no statistically significant correlations were found between education level and sovereignty, willing to make improvements, trust, life satisfaction, or self-image.

24. Correlation between insurance and psychological wellbeing: There is suggestive moderate firm linkage among the degree of autonomy and insurance status. With that, people who have insurance generally report higher levels of perceived autonomy, which includes feelings of independence and self-determination.

25. Six (6) psychological and socioeconomic concerns were experienced by the school nurses: a loss of purpose in life, a lack of trust in peers and other people, worries about money, a limited ability to advance in their careers, an overwhelming workload, and a shortage of staff.

26. The following are the seven (7) recommended steps for human resource management and development: establishing a secure and encouraging work environment; increasing monthly compensation and providing financial incentives or allowances to nurses; offering professional development opportunities; recruiting more nurses; assigning nurses to more schools; and holding seminars on mental, psychological, and spiritual health support services.

Conclusions

The study's findings led to the following conclusions being developed:

1. Cultural norms, expectancies, and stereotypes are often linked to age, and these factors can affect rights, responsibilities, and behaviors at different stages of life.
2. The gender mix of the respondents underscores the need to address gender disparities in mental health and socioeconomic status, and to encourage inclusive methods that enhance mental health equity and economic empowerment.
3. The ethnicity has correlated to the economic status and welfare of the respondents. The study reveals the nurses who belong in the tribes are most likely got job that they want, and even the position because of the discrimination they experience.
4. Marital status is also important aspect in managing stress and problems in everyday life. Married couple are more less stress based on the results that have spouse to carry in time that the meeting problems in their own respective field.
5. The bigger the composition of family the more comfortable in handling stress in life. They may bring joy in times of sadness and frustrations.
6. Language is a tool for everyone wherein it can be an avenue to foster social support and cultural identification.
7. The status of a house has also had an impact mentally and financially since the comfortability and the sense of belonginess will be applied and experience.
8. Education is also important aspect that may lead to sense of fulfillment because of the extra milestone that you've reached and finding a purpose as well towards t=all the achievements.
9. PhilHealth plus insurance is a gateway to decrease stress in time of hospitalization. It can lessen fear and doubts since the family is covered by both PhilHealth and private insurance. With that it maintains stability both mentally and financially. s
10. The sense of independence and expressing oneself is met by this study. influencing ithers, making judgement fairly and boost self-esteem.
11. Influencing and shaping surroundings is one of the takeaways of this study where everyday life demands, control perception, and task management skills has been addressed.
12. Personal growth is the most answer by the respondents they are open to new ventures and explore life to the fullest.
13. Positive and positive interactions with others are reflected in the respondents' views on interpersonal ties.
14. The respondents' clear direction and points of view highlight the significance and worth of having a life purpose.
15. Lastly, the respondents' life satisfaction and sense of success show that they respect who they are.
16. The complicated interplay between age and mental health is exemplified by the varying impacts of age on psychological wellness measures.
17. The correlation between sex and psychological well-being emphasizes how crucial it is to consider gender when treating and enhancing mental health.
18. Based on the analysis provided, it appears that ethnicity has less of an effect on life purpose, meaningful relationships, and autonomy.
19. The existence of marital status raises the possibility that marriage has psychological benefits, underscoring the need of considering relationship status in the assessment and care of mental health patients.

20. Living in larger groups can be detrimental to mental health, particularly to feelings of self-esteem and resilience.
21. Spoken language in this instance has no appreciable effect on psychological well-being.
22. Good feelings about one's living environment may be linked to higher levels of self-acceptance, perhaps because of feelings of fulfillment, security, and comfort there.
23. Education may strengthen a person's sense of mastery over their surroundings, maybe through improved problem-solving abilities, resource access, and information acquisition.
24. The intricate web of variables that influence mental health in general is highlighted by the possibility that insurance status may not directly influence other facets of psychological wellbeing, even though it may be connected with autonomy.
25. School nurses faced six (6) issues related to their psychological health and financial status: a lack of direction in life, a lack of trust in peers and other people, worries about money, a restricted ability to progress in their position, an overwhelming workload, and a staffing deficit.
26. Human resource management and development experts recommend the following seven (7) steps: creating a safe and supportive work environment; paying nurses more each month and offering them financial incentives or allowances; offering opportunities for professional growth; hiring more nurses; placing nurses in more schools; and hosting seminars on mental, psychological, and spiritual health support services. These steps will help the school nurse's psychological wellness program and socioeconomic status.

Recommendations

Based on the results, conclusions, and recommended actions aimed at enhancing the socioeconomic situation and psychological well-being of school nurses within the Department of Education Central Luzon, the following recommendations are made to the school nurses, division, and school health:

1. Establish peer support and mentorship programs. Opportunities to share experiences, get guidance, and bolster resilience in the face of professional setbacks may arise from this. Memoranda from the division prepared in conjunction with the local government unit might be included in this group.
2. Increases in compensation and benefits should be given to school nurses in proportion to the importance and demands of their employment. Offering competitive salary, healthcare coverage, retirement benefits, and additional incentives is necessary for individuals who work in remote or poor places. School nurses can support this proposal by advocating to the Philippine Board of Nursing and other legislative organizations.
3. Provide school nurses opportunities for advancement and clearly defined professional paths. A few of these are chances for specialization, additional education, career advancement, and leadership roles in the healthcare industry.
4. Make a guideline approved by the school's division superintendent in addressing the understaff in coordination with human resource to hire and fill up nurses so that all nurses experience a work-life balance. To target the school nurse and students ration, with this we can target 100% quality service.
5. The human resources and management office shall tap to a lot a budget for the training of nurses for them to update themselves in the new trend of medical

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technology and boost their self-confidence towards the fastest changing world. Hence, it will be very beneficial to the students that they're handling. This boost self-confidence and decrease burnout.

6. Zumba and other activities will be prioritized so that we can boost the wellness of the school nurse. Alongside with medical treatments such as counseling, yoga, meditation and stress management training.

7. Regular monitoring and feedback can be established to check and asses' employees mental health and the same job satisfaction.

8. Memorandum of agreement can be taken place to make a partnership with their agency and institutions. It might be good to get medical resources and specialized care thanks to this relationship.

9. Free education must be included in the plan of every school's division. Same with the plan of the teaching especially with regards to continuing education.

10. The school health unit will fund firm the school's division to ensure adequate health resources for the programs to be implemented fully to support the welfare of the learners and the teaching and non-teaching staff.

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