

Positive Attitude Toward Work, Work Environment and Work Self-Efficacy Among Employees in Zamboanga Del Norte Medical Center: Basis for Policy Analysis

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ABSTRACT

This project paper aimed to determine the positive attitude toward work, work environment and how they affect the work self-efficacy of employees in the Zamboanga del Norte Medical Center during the calendar year 2025. It utilized descriptive survey and correlational research methods. There were two hundred sixty-nine (269) randomly selected respondents in this study. Weighted mean, and Spearman Rank-Order Correlation Coefficient (Spearman rho) were the statistical tools used in the study. The Zamboanga del Norte Medical Center's employees showed a "very high" positive attitude. They generally had a favorable opinion of their work environment at a high level." Those who participated in the survey generally had a favorable view of their work self-efficacy at a "very high" level. The study revealed that a significant relationship was found between a positive attitude and work self-efficacy and significant relationship was also found between the work environment and work self-efficacy. Based on the findings and conclusions of the study, it is recommended that the employees at the Zamboanga del Norte Medical Center would maintain an excellent attitude at work by focusing on the development of gratitude, empathy, and strong teamwork. They would prioritize effective communication, tailor their interactions with patients, and seek opportunities for professional growth.

Keywords: positive attitudes, work environment, work self-efficacy, Dipolog City, Philippines

Introduction

An employee's attitude is a manifestation of their motivation, whether it be positive or negative. It might be directed toward specific job responsibilities, goods or services, coworkers or management, or the company itself. Attitude can have a positive or bad impact on behavior. It also has an effect on perception, which in turn influences behavior. Attitudes are taught predispositions to certain features of our environment (Thriveni & DSouza, 2024). Work environment can impact employee attitudes and work self-efficacy. Employees are critical to the success and sustainability of organizations. An excellent organization cares for its personnel. This is frequently accomplished by focusing on their work environment, as individuals spend a significant portion of their lives doing work functions (Pimpong, 2023).

Employee attitude toward work is an important factor for both employees and organizations because it reveals how much employees enjoy or respect their workplace. Employee attitude is a crucial function in every organization because it comprises employees from varied backgrounds. Employees play an important role in the in dealing with customers. Employees are responsible for material care, administrative care and customers' care. Employee attitude is vital for training centers since it impacts both services quality, employees' and customers happiness (Thriveni & DSouza, 2024). An employee's attitude can help them manage their tasks and cope with the stresses of work life. It can aid employees in making better judgments and meeting organizational goals. Positive attitudes can lead to greater professional success. It can generate a favorable working atmosphere and work self-efficacy for employees, allowing them to persevere through hardships (WiserRead, 2024).

The study aims to assess the influence of employees' attitudes toward work and the work environment on their work self-efficacy. While previous research provides indicators of the connections between work attitudes, work environment, and self-efficacy, the current study focuses on the specific pattern of association between these factors and their relative impact on employees' work self-efficacy. According to Abun et al. (2021), attitudes, work environment, and work self-efficacy are significantly correlated, suggesting that a supportive and positive environment reinforces employees' belief in their ability to perform tasks effectively. The work environment, understood as the interaction between organizational actors and structures, plays a vital role in shaping work efficacy by fostering confidence and competence. Management, through its systems, processes, practices, values, and philosophies, directly shapes the workplace atmosphere and, consequently, influences the development of employees' work self-efficacy. The goal of this study is to obtain greater insight into the topic matter by examining employee attitudes about work, work environment, and work self-efficacy. It is also important to consider how the attitude and work environment influence work self-efficacy. Employees development programs should focus on improving attitudes and work environments to boost work self-efficacy, which can impact performance. This study aims to fill a gap that has yet to be addressed by previous research. Based on my experience as a government employee, some difficulties that Zamboanga del Norte Medical Centre management pays little attention to are employees' attitudes about their work, the work environment, and self-efficacy while completing their tasks. Management has underestimated the impact of these difficulties on the organization's performance. Therefore, the researchers decided to conduct the current study at Zamboanga del Norte Medical Centre, Dipolog City.

Literature Review

Positive Attitude

Attitude toward work relates to an employee's cognitive, emotional, and conative responses to their employment. Employees' thoughts and emotions about their jobs impact their conduct in the workplace. Employees' attitudes or judgments on the work may be good or unfavourable based on their experiences with it.

(Abun et al. 2021). The attitude of employees towards their work influences their performance. The management must effectively modify employees' attitudes towards their work to enhance performance levels. Enhancing employees' attitudes towards work can result in job satisfaction, commitment, workaholism, and intentions to leave the organization (Borst et al., 2020).

Work attitudes signify favourable thoughts towards this item; attitudes affect intentions, which then direct behaviours. Recent research validates the beneficial impact of attitudes toward employment on anticipated

utilization. Although there is a direct influence, additional factors may interact within the context of opportunities (Zammitti et al., 2022). Organizations value attitude among their employees because it is typically assumed to reduce withdrawal behaviour, such as lateness, absenteeism and turnover. Hence, there is no doubt that these values appear to have potentially serious consequences for overall organizational performance (Yadav & Uprtou, 2022). A positive attitude comprises various elements that promote a peaceful and productive work environment. A positive attitude encompasses a broad spectrum of emotions beyond mere joy and happiness, including excitement, contentment, pride, hope, interest, love, compassion, amusement, and appreciation. Fostering these feelings can improve well-being (Radu, 2023).

Cognitive Attitude

According to McLeod (2018), cognitive attitude includes an individual's beliefs or knowledge regarding an attitude object as well as their thoughts, mental perceptions, or ideas about a specific person, object, event, or action. The term "cognitive attitude toward work" describes a person's thoughts or feelings regarding their job. It expresses one's opinions regarding the work. People may view the same task in a favourable or negative way, and their behaviour may be influenced by these cognitive attitudes. Work performance can therefore be enhanced by cultivating a positive cognitive attitude toward one's work (Abun et al., 2021).

Affective attitude

Affective attitude denotes the emotional responses and sentiments we harbour towards an object, individual, or circumstance. It is the visceral response, the innate preference or aversion, the emotional intensity associated with our attitudes (NeuroLaunch, 2025). Affective attitude refers to the emotional component of our overall attitude towards a person, object, or situation. It's that visceral reaction we experience – the warmth, the disgust, the excitement, or the fear that colors our perception and influences our behavior (NeuroLaunch, 2025).

Work Environment

Work environment as anything that influences how well employees perform both inside and outside the company. It would be difficult to investigate the workplace as a whole, thus researchers must decide which aspects of the workplace require focus (Abun et al., 2021). The work environment prioritizes job security, employee safety, performance recognition, motivation, and effective communication among coworkers and superiors. He stated how the employee's attachment to the organization is strengthened by obtaining suitable recognition from the organization. Wage rates, flexible work schedules, and employee involvement in decision-making all contribute to a positive work environment (Raziq & Maulabakhsh, 2015).

The impact of work environments on employee productivity in Pakistan and Nigeria was investigated by Duru and Shimawua (2017), who found a correlation between employee productivity and the work environments. Similar to Al-Omari and Okasheh (2017) similarly looked at how the work environment affected employees' job performance. They too came to the conclusion that the work environment had an impact on employees' productivity and job performance. The term "work environment" now refers to more than just the actual physical workspace.

Humanistic Environment

A humanistic environment is the inverse of a mechanistic environment. Humanistic management techniques prioritize employee well-being, creating a humanistic atmosphere (Abun et al., 2021). Mechanistic management focuses on processes or procedures, resulting in a mechanistic environment. In

this setting, personnel must adhere to established procedures and approaches to attain their goals. Management focuses on establishing procedures and techniques for staff to follow when performing jobs (Mele, 2016). Employees must adhere to specified techniques or procedures when performing their tasks, rather than taking initiative. This management has been criticized for treating people like machines (Abun et al., 2021). Humanistic management prioritizes profitability for human goals. In other words, management's primary focus is on employees rather than profit. Profit is merely a means to an end, and humans should not be viewed as a tool to that purpose. This referring to the notion as respecting human dignity and caring for their well-being (Mele, 2016).

Entrepreneurial Environment

The entrepreneurial environment can be defined as "the circumstances, objects, or conditions by which one is surrounded" and "the aggregate of social and cultural conditions that influence the life of an individual or community".

The entrepreneurial environment refers to the living or working situations that impact one's mood and productivity. In summation, the environment influences one's work, thoughts, and behavior. This concept encompasses the physical, social, cultural, and psychological dimensions of the work environment (Abun et al., 2021). An entrepreneurial environment is one in which autonomy, freedom, risk-taking, creativity, and invention are tolerated or encouraged. Employees in this setting are rewarded when they offer innovation to tackle an existing problem and are allowed to bring a new way of doing something (Langer et al. 2019).

Work Self-Efficacy

Self-efficacy is the belief in one's own capacity to successfully impact one's environment by accomplishing a task or resolving an issue. One of the most crucial components of motivation theories is self-efficacy. When people believe they can do something well, they are more likely to be inspired to do it. They are more likely to exhibit and maintain the desired behavior, according to Albert Bandura. Self-efficacy affects a lot of things, such as study and career drive. People with strong self-efficacy are likely to have more difficult goals in the future after they accomplish one (Kodden, 2020). Self-efficacy is not only a predictor of task performance, but also a key factor in shaping their overall behavior at work. Employees who believe in their ability to succeed are more likely to take initiative, contribute positively to their teams, and resist pressures that could lead to unethical or counterproductive actions (Aston University, 2025).

Theoretical and Conceptual Framework

The conceptual framework is presented in Figure 1. First, the independent variable that include positive attitude with indicators categorized into cognitive attitude and affective attitude. Second, work environment with indicators categorized into humanistic environment and entrepreneurial environment. Lastly, the dependent variable which is work self-efficacy with ten (10) items.

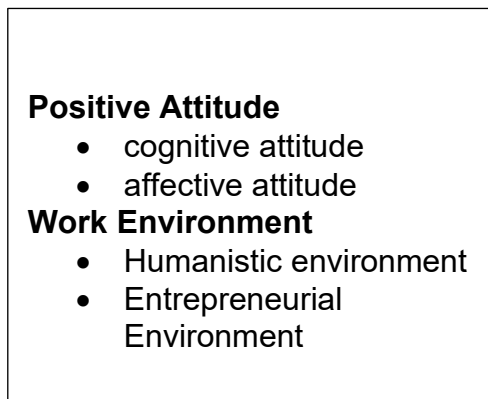
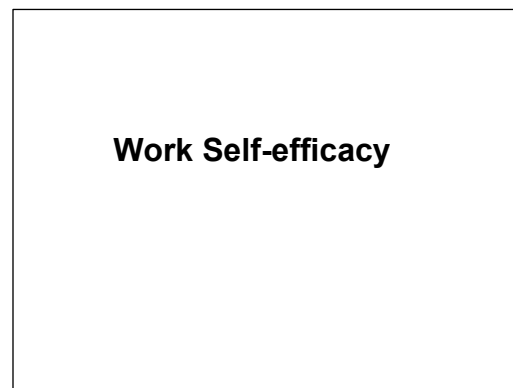
INDEPENDENT VARIABLE**DEPENDENT VARIABLE**

Figure 1. Conceptual Framework of the Study

Statement of the Problem

This study aimed to determine the positive attitude, work environment and how they affect the work self-efficacy of employees in the Zamboanga del Norte Medical Center during the calendar year 2025.

Specifically, it sought to answer the following questions:

- What is the respondents' perceived level of positive attitude in terms of:
 - 2.1 cognitive attitude; and
 - 2.2 affective attitude?
- What is the respondents' perceived level of work environment in terms of:
 - 3.1 humanistic environment; and
 - 3.2 entrepreneurial environment?
- What is the respondents' perceived level of work self-efficacy?
- Is there a significant relationship between positive attitude and work self-efficacy?
- Is there a significant relationship between work environment and work self-efficacy?

Hypotheses

1. There is no significant relationship between positive attitude and work self-efficacy.
2. There is no significant relationship between work environment and work self-efficacy.

Research Methodology**Method Used**

The study included survey and descriptive-correlational research methods. The survey method was employed since the researcher gathered data through a questionnaire checklist of positive attitude, work environment and level of work self-efficacy. Creswell and Guetterman (2019) defined a survey as a research method used for collecting data from a predefined group of respondents to gain information and insights on various topics of interest. On the other hand, correlational research is a type of non-experimental research method in which a researcher measures variables, understands, and assesses the statistical relationship between them with no influence from any extraneous variable (Bhat, 2019). A correlational analysis was performed to determine the significant relationship between positive attitude, work environment and level of work self-efficacy.

Respondents of the Study

The population of the study were the eight hundred eighty-five (885) regular and job order employees of

the Zamboanga del Norte Medical Center during the calendar year 2025. To determine an appropriate and representative sample, the researchers used the Raosoft sample size calculator, which considers population size, margin of error, confidence level, and response distribution. Based on the computation, a total of 269 respondents were obtained.

Research Instrument

The questionnaire used in the study consisted of three Parts: Part I. Positive Attitude Scale (PAS) adopted from Abun et al., (2021) consists of twelve (12) items divided into two (2) indicators, namely: cognitive attitude and affective attitude; Part II. Work Environment Scale (WES) likewise adopted from Abun et al., (2021) consists of fifteen (15) items divided into two (2) indicators, namely: humanistic environment and entrepreneurial environment; Part III. Work Self-Efficacy Scale (WSS) also adopted from Abun et al., (2021) consists of ten (10) items.

Statistical Treatment of the Data

Presented below are the statistical tools utilized in the treatment and analysis of data gathered.

Weighted Mean. This is used to quantify the respondents’ ratings on the Positive Attitude, Work Environment and Work Self-Efficacy. Presented below are the scoring guide in giving qualitative description and interpretation of the responses of the items in Positive Attitude, Work Environment and Work Self-Efficacy.

Scoring Procedure

Positive Attitude

Scale	Range of Values	Description	Interpretation
5	4.21-5.00	Strongly agree	Very High
4	3.41-4.20	Agree	High
3	2.61-3.40	Somewhat Agree	Average
2	1.81-2.60	Disagree	Low
1	1.00-1.80	Strongly Disagree	Very Low

Work Environment

Scale	Range of Values	Description	Interpretation
5	4.21-5.00	Strongly agree	Very High
4	3.41-4.20	Agree	High
3	2.61-3.40	Somewhat Agree	Average
2	1.81-2.60	Disagree	Low
1	1.00-1.80	Strongly Disagree	Very Low

Work Self-Efficacy

Scale	Range of Values	Description	Interpretation
5	4.21-5.00	Strongly agree	Very High
4	3.41-4.20	Agree	High
3	2.61-3.40	Somewhat Agree	Average
2	1.81-2.60	Disagree	Low
1	1.00-1.80	Strongly Disagree	Very Low

Standard Deviation. This is used to determine the homogeneity and heterogeneity of the employees scores where $SD \leq 3$ is homogenous and $SD > 3$ is heterogeneous (Aiken & Susane, 2001; Refugio et al. 2019).

Spearman Rank-Order Correlation Coefficient (Spearman rho). This is used to determine the correlation between Positive Attitude, Work Environment and Work Self-Efficacy.

Data Presentation and Analysis

Table 1
Respondents' perceived level of positive attitude in terms of cognitive

Descriptors	AWV	SD	Description	Interpretation
1. I think I know my work.	4.70	0.522	Strongly Agree	Very High
2. I think that I have the knowledge to perform my work	4.64	0.567	Strongly Agree	Very High
3. I think that I have enough experience to carry out my tasks.	4.45	0.676	Strongly Agree	Very High
4. I think that I am familiar with all the details of my work.	4.41	0.666	Strongly Agree	Very High
5. I think that I have the skills to carry out my work.	4.48	0.678	Strongly Agree	Very High
6. I think I can carry out my work without the help of others.	4.01	0.879	Agree	High
Mean & SD	4.45	0.517	Strongly Agree	Very High

AWV-Average Weighted Value, SD-Standard Deviation

The information that shows the respondents' perceived level of positive attitude, encompassing their cognitive component, is shown in Table 1. Six claims were made, outlining the idea that cognitive function is an essential aspect of maintaining a positive outlook. On average, the Zamboanga del Norte Medical Center's employees showed a "very high" degree of positive cognitive attitude, according to the data. It demonstrates that staff members at the Zamboanga del Norte Medical Center have a "very high" level of positive cognitive attitude. It may suggest that staff members at the center tackle circumstances and difficulties with hope and a belief in successful results. It may also indicate that these workers maintained an optimistic, brave, and compassionate attitude despite adversity.

According to Wang et al. (2023) research, 94% of students exhibited a positive cognitive attitude, a mentality characterized by an optimistic and confident approach to circumstances. The current finding is consistent with that study. It entails making a deliberate decision to maintain an upbeat attitude despite difficulties, confront pessimistic ideas, and focus on the positive. A stronger feeling of well-being, improved coping skills, and higher resilience can result from this (Wang et al., 2023).

Table 2
Respondents' perceived level of positive attitude in terms of affective

Descriptors	AWV	SD	Description	Interpretation
1. I feel happy with my work.	4.49	0.736	Strongly Agree	Very High
2. I love the work I am doing.	4.60	0.643	Strongly Agree	Very High

3. My work gives me satisfaction.	4.37	0.764	Strongly Agree	Very High
4. I feel good because my work matches my skills.	4.42	0.742	Strongly Agree	Very High
5. My work is important to me.	4.75	0.464	Strongly Agree	Very High
6. My work gives me a sense of meaning.	4.52	0.678	Strongly Agree	Very High
Mean & SD	4.53	0.539	Strongly Agree	Very High

AWV-Average Weighted Value, SD-Standard Deviation

Table 2 displays the data reflecting the respondents' perceptions of their level of positive attitude, particularly in relation to the affective component. The notion that a positive affective attitude is necessary for a productive workplace was outlined in six statements. On average, employees at the Zamboanga del Norte Medical Center demonstrated a positive affective attitude, which the hospital's staff considered "very high", according to the statistics. It suggests that medical center staff members tended to feel and show happy emotions. It encompasses an attitude of happiness, zeal, vitality, and jollity that influences how one interacts with the outside environment and other people. This upbeat emotional state is frequently associated with extraversion, optimism, and a stronger sense of well-being.

The current result is inconsistent with a study by Wang et al.(2023) that found that 85% of students had a positive affective attitude at a high level. Because it affects a person's conduct, the emotional component is, therefore, crucial. How someone reacts to a certain thing depends on their sentiments or emotions about it.

Table 3
Summary of the respondents' perceived level of positive attitude

Indicators	Mean	SD	Description	Interpretation
Cognitive	4.45	0.517	Strongly Agree	Very High
Affective	4.53	0.539	Strongly Agree	Very High
Overall Mean & SD	4.49	0.466	Strongly Agree	Very High

SD-Standard Deviation

The respondents' perceived level of positive attitude is summed up in Table 3. The Zamboanga del Norte Medical Center survey respondents expressed a "very high" degree of positivity, as indicated in the table. This also applies to the two elements of a positive attitude, with a focus on both affective and cognitive aspects. It could indicate that, despite difficult circumstances, the staff at the Zamboanga del Norte Medical Center maintained an optimistic, hopeful, and positive outlook on life. It may also suggest that they entailed having faith in one's capacity to overcome challenges and in favorable results. Therefore, it can be concluded that this perspective can have a favorable impact on various aspects of the medical center staff's lives, including relationships, productivity, and mental and physical health.

In contrast to Partoza and Urbina's (2025) findings, which reported an overall weighted mean of 3.36, or verbally translated as "Positive," the results of this study indicate that radiologic technologists employed in clinics held a generally positive attitude towards their employment. These findings suggest that the majority of respondents had a favorable attitude towards their occupations, perceived their jobs as

fulfilling, and were motivated to excel at work. A supportive work environment, opportunities for professional growth, and a modest workload are among the factors that contribute to this optimistic view. Ayanaw Eyayu et al. (2024) reported that the overall percentage of respondents with a positive attitude was 20.3 (95% CI: 15–26.5), which is also in conflict with the results of the current study. Furthermore, the results of the current study also contradict those of Adolfo et al. (2021), who found that nurses had high positive ratings for quality improvement attitudes.

Table 4
Respondents’ perceived level of work environment in terms of humanistic environment

Descriptors	AWV	SD	Description	Interpretation
1. The management considers the ideas of employees when making decisions.	3.95	0.809	Agree	High
2. The management always tries its best to serve the needs of employees.	3.97	0.910	Agree	High
3. The management listens to the employees when the employees counter problems in their work.	3.87	0.922	Agree	High
4. The management respects and treat the employees as human beings with dignity..	4.15	0.801	Agree	High
5. The management recognizes the effort of the employees to help the institution.	4.04	0.843	Agree	High
6. There is open communication between employees and management.	3.98	0.926	Agree	High
7. When making decisions, the management always considers the consequence of the decision on the employees.	3.83	0.888	Agree	High
8. The management prioritizes the employees' condition first before work.	3.84	0.956	Agree	High
Mean & SD	3.96	0.745	Agree	High

AWV-Average Weighted Value, SD-Standard Deviation

Table 4 displays the employees' perceptions of the work environment, with a focus on the humanistic element. The table shows that Zamboanga del Norte Medical Center employees gave their workplace a "high" rating for its humanistic qualities. This came from respondents' "high" ratings of the eight statements that characterized their humanistic workplace. It demonstrates how the Zamboanga del Norte Medical Center fostered a culture of respect, inclusion, and purpose by prioritizing the growth, development, and well-being of its staff. It may indicate that the center recognized the value and worth of

every individual, moving beyond a strictly transactional connection between employer and employee. The medical center places a strong emphasis on establishing a secure and encouraging environment where staff members feel appreciated, heard, and valued, which boosts engagement, productivity, and overall business performance.

However, the present discovery contradicts Apollo et al. (2024) by exposing a humanistic workplace at a "high" level. Research conducted in 2024 by Apollo, et al. revealed that the staff's humanistic environment was at a moderate level. Nevertheless, the findings revealed that it fostered a culture of respect, empathy, and inclusion by prioritizing the dignity and well-being of its employees. Crucially, it highlighted the worth of every person, inspiring individuals to realize their full potential and make meaningful contributions.

Table 5

Respondents' perceived level of work environment in terms of entrepreneurial environment

Descriptors	AWV	SD	Description	Interpretation
1. Employees are encouraged to take the risk..	3.99	0.837	Agree	High
2. Employees in this organization are praised for developing innovative solutions.	3.93	0.876	Agree	High
3. This organization has a strong commitment to innovation.	3.97	0.826	Agree	High
4. People who develop innovative solutions to problems are recognized.	3.89	0.868	Agree	High
5. This institution is a very dynamic and entrepreneurial place. People are willing to stick their necks out and take risks.	3.81	0.887	Agree	High
6. Employees are free to perform their work in their way to achieve the result.	4.09	0.760	Agree	High
7. The institution is result-oriented and not process-oriented.	3.89	0.846	Agree	High
Mean & SD	3.94	0.716	Agree	High

AWV-Average Weighted Value, SD-Standard Deviation

Employee opinions on the workplace, with an emphasis on the entrepreneurial component, are shown in Table 5. Employees at Zamboanga del Norte Medical Center rated their workplace's entrepreneurial attributes as "high," according to the table. This resulted from respondents giving seven statements that described their entrepreneurial workplace as having "high" scores. It can indicate that the Zamboanga del Norte Medical Center's work environment is marked by creativity, empowerment, and an emphasis on progress and outcomes, frequently incorporating a high degree of autonomy and flexibility. It may also mean that the medical center's workplace encourages employees to be proactive, innovative, and involved in the organization's overall success, whether it is a new business or an established one.

The findings of this study corroborate those of a 2024 survey conducted by Balinong et al., which also found that entrepreneurial work conditions were prevalent at a high level. Likewise, Abun et al. (2023) found that the employees perceived their entrepreneurial work environment as high. The current study findings support this finding as well.

Table 6
Summary of the respondents' perceived level of work environment

Descriptors	Mean	SD	Description	Interpretation
Humanistic Environment	3.96	0.745	Agree	High
Entrepreneurial Environment	3.94	0.716	Agree	High
Overall Mean & SD	3.95	0.686	Agree	High

AWV-Average Weighted Value, SD-Standard Deviation

The summary of the respondents' opinions on the quality of the work environment is shown in Table 6. The Zamboanga del Norte Medical Center's staff generally had a favorable opinion of their workplace at a high level, as indicated in the table. This outcome was achieved through the consensus of high-level hospital staff, as well as an entrepreneurial and humanistic atmosphere. Given the wide diversity of patient demands and the round-the-clock nature of healthcare facilities, it is evident that hospital staff members perceive their workplace as fast-paced, unpredictable, and demanding. It could also indicate that hospital staff members understood that working there was a demanding job with high stakes, long hours, and potential exposure to various risks. Employees at the hospital, however, could have realized that employment can be fulfilling for people who love a dynamic environment and thrive on assisting others. The current study's findings, however, contradict those of Kiliç et al. (2023), who reported that, on average, more than half of hospital doctors and nurses believe that the staffing levels and work speed in their workplaces are insufficient for delivering safe treatment. The ability of health systems to provide high-quality treatment is greatly impacted by understaffing. Current employees may be subjected to excessive hours and inadequate employment resources and support due to widespread shortages in the healthcare industry.

Table 7
Respondents' perceived level of work self-efficacy

Descriptors	AWV	SD	Description	Interpretation
1. I can achieve the goals assigned to me.	4.53	0.626	Strongly Agree	Very High
2. I can follow the schedules and working deadlines.	4.59	0.577	Strongly Agree	Very High
3. I can learn new working methods.	4.61	0.540	Strongly Agree	Very High
4. I believe I can concentrate all my energy on work.	4.43	0.658	Strongly Agree	Very High
5. I know that I can finish assigned work.	4.61	0.566	Strongly Agree	Very High
6. I can collaborate with other colleagues.	4.63	0.527	Strongly Agree	Very High

7. I can work with people of diverse experiences and ages.	4.59	0.544	Strongly Agree	Very High
8. I can establish good relationships with direct superiors.	4.56	0.612	Strongly Agree	Very High
9. I can behave respectfully with clients.	4.65	0.551	Strongly Agree	Very High
10. I can work in a team.	4.72	0.519	Strongly Agree	Very High
Mean & SD	4.59	0.447	Strongly Agree	Very High

AWV-Average Weighted Value, SD-Standard Deviation

The respondents' reported level of work self-efficacy at the Zamboanga del Norte Medical Center is shown in Table 7. According to the table, hospital staff members who participated in the survey generally had a favorable view of their work self-efficacy at a "very high" level at the medical center. This outcome is consistent with the respondents' "very high" evaluations of the eight items that characterize their work self-efficacy at the hospital. This suggests that staff members at the Zamboanga del Norte Medical Center had confidence in their ability to carry out their responsibilities, handle challenging circumstances, and improve patient outcomes. Workers could have also felt confident in their abilities, know-how, and ability to manage the demands of the healthcare setting. High self-efficacy among healthcare personnel is associated with enhanced performance, resilience to stress, and overall well-being (Bernales-Turpo et al., 2022).

The results of the current study, however, contradict those of a 2023 study by Arvidsson et al which found that nurses had high levels of self-efficacy regarding medical asepsis in care circumstances. According to Najjuka et al. (2022), healthcare workers (HCWs) generally reported a moderate level of perceived self-efficacy (PSE) in patient management, which decreased as the severity of the disease increased. The results of the current investigation also contradict this finding.

Table 8

Test of the relationship between the respondents' perceived level of positive attitude and work self-efficacy

Variables		Work Self-Efficacy
Cognitive Attitude	Correlation Coefficient	0.489*
	Sig.(2-tailed)	0.000
	N	269
Affective Attitude	Correlation Coefficient	0.496*
	Sig.(2-tailed)	0.000
	N	269
Overall Respondents' Positive Attitude	Correlation Coefficient	0.550*
	Sig.(2-tailed)	0.000
	N	269

** Correlation is significant at the 0.05 level*

Table 8 shows the correlation between the workers' work self-efficacy and their reported degree of positive attitude toward their jobs. The table indicates a moderate correlation between the workers' job self-efficacy

at the medical institution and their cognitive and affective positive attitude toward work at Zamboanga del Norte Medical Center. Additionally, the link was shown to be substantial and medium. It indicates that workers with moderate levels of work self-efficacy have also moderate favorable cognitive and emotional attitudes toward their jobs.

Significantly, however, there was a clear and remarkable positive correlation between the employees' work self-efficacy and their perceived degree of positive attitude toward their jobs. The correlation analysis of the study revealed a large and highly significant correlation. This implies that staff members who worked in different medical center environments did not alter; instead, they reinforced their own innovative and distinctive work methods. It is feasible to conclude that employees of the Zamboanga del Norte Medical Center who demonstrate their job practices with high levels of confidence also have a more favorable attitude towards them.

The findings of this study corroborate those of Abun et al. (2021), who found a correlation between workers' work self-efficacy and their attitude toward their jobs. It is suggested that one's attitude toward their job influences work self-efficacy.

Table 9

Test of the relationship between the respondents' perceived level of work environment and work self-efficacy

Variables		Work Self-Efficacy
Humanistic Environment	Correlation Coefficient	0.423*
	Sig.(2-tailed)	0.000
	N	269
Entrepreneurial Environment	Correlation Coefficient	0.455*
	Sig.(2-tailed)	0.000
	N	269
Overall Respondents' Work Environment	Correlation Coefficient	0.460*
	Sig.(2-tailed)	0.000
	N	269

* Correlation is significant at the 0.05 level

The relationship between the employees' perceived level of work environment and their work self-efficacy is displayed in Table 9. The table indicates that the humanistic and entrepreneurial contexts of Zamboanga del Norte Medical Center employees, as well as their job self-efficacy, have a moderately strong link. The relationship was also revealed to be medium and considerable. It suggests that moderate positive work conditions are experienced by employees who have moderate degrees of job self-efficacy. Significantly, however, there was a distinct and strikingly positive relationship between the employees' assessed level of work environment and their work self-efficacy. The study's correlation analysis found a medium and moderately significant association. This suggests that employees who worked in various medical center settings did not change. Instead, they strengthened their own creative and unique work practices. It is reasonable to conclude that workers at the Zamboanga del Norte Medical Center who exhibit their work practices with a moderate degree of confidence also experience more positive (moderate) work environments.

The results of this study support the conclusions drawn by Abun et al. (2021), which identified a relationship between employees' work self-efficacy and their work environment. It is proposed that the work environment has an impact on individual work self-efficacy.

Result and Discussion

The results of the study revealed that employees of the Zamboanga del Norte Medical Center generally demonstrated a very high level of positive attitude toward work and work self-efficacy, while their perception of the work environment was rated high. These findings indicate that the employees possess favorable thoughts, feelings, and confidence in performing their duties despite the demanding nature of hospital work. The high rating of the work environment further suggests that the institution provides a supportive, humanistic, and entrepreneurial workplace where employees feel respected, recognized, and encouraged to perform effectively. Moreover, the significant relationship between positive attitude and work self-efficacy, as well as between work environment and work self-efficacy, implies that employees who maintain a positive outlook and experience a supportive workplace are more likely to believe in their ability to accomplish tasks, handle challenges, and contribute meaningfully to organizational goals. This finding supports the idea that employee confidence and effectiveness are strengthened when the organization promotes motivation, respect, communication, and opportunities for growth.

Conclusion

Based on the findings of the study, it is concluded that the employees of the Zamboanga del Norte Medical Center possessed a very high positive attitude toward work and very high work self-efficacy, while their work environment was perceived at a high level. This means that employees generally showed favorable thoughts and feelings toward their work, confidence in their ability to perform assigned tasks, and appreciation of the support provided by the workplace. The study further concludes that positive attitude and work environment are significantly related to work self-efficacy. This implies that employees who maintain a positive outlook and experience a supportive, respectful, and empowering work environment are more likely to develop stronger confidence in performing their duties effectively. Therefore, sustaining a positive attitude and improving the work environment are essential in strengthening employees' work self-efficacy and overall organizational performance.

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