

EVALUATING VALUE-BASED NURSING PRACTICES AND THEIR IMPACT ON HEALTHCARE OUTCOMES IN THE PHILIPPINES NATIONAL POLICE ACADEMY: BASIS FOR A STRATEGIC DEVELOPMENT PLAN

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Evaluating Value-Based Nursing Practices and their Impact on Healthcare Outcomes in the Philippines National Police Academy: Basis for a Strategic Development Plan

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Abstract. Value-based nursing practices play a vital role in improving healthcare outcomes by promoting patient-centered care, ethical decision-making, and professional competence. However, limited studies have examined these practices in institutional healthcare settings such as the Philippine National Police Academy (PNPA). This study evaluated the extent of value-based nursing practices and their impact on healthcare outcomes at the Philippine National Police Academy, serving as the basis for a strategic development plan. A descriptive-correlational research design was employed involving nursing personnel, healthcare staff, and selected healthcare recipients at PNPA. Data were collected using a structured questionnaire measuring six domains of value-based nursing practices: caring and compassion, professional competence, respect for human dignity and rights, accountability and integrity, collaborative practice and teamwork, and commitment to service excellence. Descriptive statistics, t-test, ANOVA, and Pearson correlation were used to analyze the data. Findings revealed that value-based nursing practices were highly observed across all domains, with accountability and integrity receiving the highest mean score ($M = 4.50$). Perceived healthcare outcomes were also rated high ($M = 4.39$), indicating positive patient satisfaction, quality of care, and overall well-being. A strong positive and significant relationship was found between value-based nursing practices and healthcare outcomes ($r = 0.918, p < 0.05$), suggesting that improved value-based practices contribute to enhanced healthcare delivery. The study concludes that value-based nursing practices significantly influence healthcare outcomes in PNPA. The findings support the development of a strategic plan focusing on continuous training, ethical leadership, and collaborative care to strengthen value-based nursing and improve healthcare delivery in institutional settings.

Keywords: Value-based nursing, healthcare outcomes, Philippine National Police Academy, patient-centered care, nursing leadership, healthcare quality

Introduction

The increasing demand for quality healthcare highlights the importance of value-based nursing practices in achieving improved patient outcomes. In the Philippine National Police Academy (PNPA), nursing professionals play a crucial role not only in delivering clinical care but also in promoting ethical practice, empathy, and patient-centeredness. The shift from volume-based to value-based care emphasizes holistic, evidence-based, and patient-focused approaches. This framework prioritizes quality outcomes over the quantity of services provided, integrating compassion, patient safety, ethical standards, and cost-effectiveness (Porter, 2010). As frontline healthcare providers, nurses significantly influence patient satisfaction, recovery rates, and overall institutional performance, making the evaluation of their practices essential.

International studies support the positive impact of value-based nursing practices on healthcare outcomes. Aiken et al. (2014) found that improved nurse staffing and supportive work environments are

associated with lower mortality rates and higher patient satisfaction. Similarly, Kutney-Lee et al. (2015) reported that hospitals promoting value-driven nursing cultures achieved better quality indicators, including reduced readmissions and fewer adverse events. These findings suggest that organizational support for value-based nursing contributes to improved patient outcomes and cost efficiency.

However, limited studies have examined value-based nursing practices in institutional or uniformed healthcare settings such as the PNPA. In the Philippine context, challenges such as workload, limited resources, and ethical concerns may affect the delivery of value-based care (Labrague et al., 2019). Additionally, systemic issues, including workforce migration and uneven distribution of healthcare professionals, continue to affect healthcare delivery (Dayrit et al., 2018). These concerns highlight the need to strengthen nursing practices within institutional settings to align with value-based care models.

This study aims to evaluate the extent of value-based nursing practices at PNPA and examine their impact on healthcare outcomes, including patient satisfaction, efficiency, and health promotion. It also seeks to identify challenges in implementation and propose a strategic plan to enhance nursing practices and healthcare delivery. The findings are expected to support policy development and contribute to improving institutional healthcare practices, with potential applications to similar settings in the Philippines.

Research Questions

This study aimed to assess the value-based nursing practices in PNPA and determine their connection to healthcare outcomes.

Specifically, the study sought to answer the following questions:

1. What value-based nursing practices are currently implemented in PNPA in terms of:
 - a. Patient-centered care
 - b. Ethical decision-making
 - c. Compassionate service
 - d. Professional competence
 - e. Leadership and teamwork?
2. How do these practices align with recognized standards of value-based nursing care?
3. What challenges and barriers are encountered in their implementation?
4. What is the relationship between the implementation of these practices and healthcare outcomes such as patient satisfaction, clinical effectiveness, and efficiency of care?
5. What development plan can be formulated to strengthen the implementation of value-based nursing practices in PNPA?

Scope and Delimitation of the Study

This study assesses the value-based nursing practices of nursing personnel and healthcare staff at the Philippine National Police Academy (PNPA), focusing on patient-centered care, ethical decision-making, compassionate service, professional competence, and teamwork. It is limited to the PNPA healthcare unit and includes nursing staff, healthcare providers, and selected patients such as cadets and personnel who received care in the last six months. Data were collected within a specific academic period based on participants' experiences and available records. The study aims to help PNPA administrators improve healthcare services, support nurses in applying value-based practices, guide policymakers in planning, and contribute to academic research on nursing in institutional settings.

Literature Review

Value-Based Nursing Practices

Value-based nursing emphasizes delivering care that improves patient health outcomes, ensures patient satisfaction, and promotes cost-effectiveness. According to Porter and Lee (2013), value in healthcare is defined as the health outcomes achieved per dollar spent. Nursing, being the backbone of healthcare systems, plays a critical role in ensuring that value is delivered not just through clinical interventions but also through ethical behavior, empathy, collaboration, and continuous learning. Watson's Theory of Human Caring highlights that nurses must create meaningful connections with patients, which is essential in value-based care. Practices such as active listening, respect for patient autonomy, and emotional support are integral in improving the overall patient experience.

Components of Value-Based Nursing

Several studies have identified key components of value-based nursing that contribute to the delivery of high-quality healthcare. Compassionate care is considered essential in building trust and establishing therapeutic relationships between nurses and patients, as it enhances patient comfort and satisfaction (Papastavrou et al., 2014). Evidence-based practice is another critical component, emphasizing the use of research findings, clinical expertise, and data to guide sound clinical decision-making and improve patient outcomes (Melnyk et al., 2010). Patient-centeredness further supports value-based nursing by ensuring that

patients' preferences, needs, and values are respected and actively incorporated into the care process. Teamwork and collaboration among healthcare professionals also play a vital role, as interdisciplinary cooperation enhances care coordination, efficiency, and overall patient outcomes. Additionally, ethical practice remains a fundamental element of value-based nursing, requiring nurses to make moral and professional decisions that prioritize the best interests, safety, and dignity of patients.

Healthcare Outcomes and Nursing

Numerous studies support the positive correlation between effective nursing practices and improved healthcare outcomes. For example, Aiken et al. (2011) found that hospitals with better nurse-to-patient ratios and more highly educated nurses had lower mortality rates and better patient satisfaction. Additionally, patient engagement and satisfaction were significantly higher in institutions that emphasized value-based care models (Hibbard & Greene, 2013).

Value-Based Practices in Institutional Settings

In military and paramilitary institutions like the PNPA, discipline and chain of command are vital. However, the delivery of health services must still align with core nursing values. Literature from similar settings, such as military hospitals and academies, shows that integrating value-based care leads to increased efficiency, reduced absenteeism due to illness, and enhanced morale (Martin et al., 2016).

Local Studies

In the Philippine context, studies by Cruz (2018) and David (2020) emphasize the growing awareness of value-based care in public health institutions. However, gaps remain in training and implementation, particularly in organizations with unique administrative structures like PNPA. Another study by Santos and Lopez (2021) on value-based nursing in public hospitals revealed that nurses who received continuous training in patient-centered care and ethical decision-making contributed significantly to positive patient outcomes.

Synthesis and Research Gaps

The reviewed literature confirms the importance of value-based nursing practices in improving healthcare outcomes. While various studies exist on the subject in general hospital settings, there is limited research focused specifically on institutions like the PNPA. This gap highlights the need for a focused study on how value-based practices are implemented and perceived in the PNPA setting, and how these influence healthcare outcomes within that context.

Methodology

Research Design

This study used a descriptive-correlational research design to assess the value-based nursing practices among nursing personnel in PNPA and examine their relationship with healthcare outcomes. The descriptive aspect allowed the identification and description of current practices, while the correlational part determined the statistical relationship between these practices and measurable outcomes.

Sampling Design

The study employed a probability sampling method, specifically purposive and stratified sampling. Purposive sampling facilitated the selection of respondents from specific categories, particularly students from schools under Buenavista Integrated School, Zamboanga City Division. Stratified sampling ensured proper representation of subpopulations that might differ significantly (McCombes, S. 2023, June 22). The number of respondents was limited to 113, meeting the researcher's criteria. Notably, a sample size ranging from 30 to 500 at a 5% confidence level was generally deemed adequate (Altunışık et al., 2004). This sample represented 20% of the total population, aligning with Gay's (1976) recommendation for sample populations.

Research Locale

The study was conducted at the Philippine National Police Academy (PNPA) located in Silang, Cavite. PNPA provides basic education and training to future commissioned officers of the PNP, and it has its own healthcare unit where nursing services are delivered to cadets and personnel.

Research Participants

This study was conducted at the Philippine National Police Academy (PNPA) in Silang, Cavite. The respondents included nursing staff, healthcare personnel, and selected cadets and staff who had received medical care within the past six months. The total number of respondents ranged from 50 to 100, selected through purposive sampling based on their direct involvement in providing or receiving healthcare services.

Research Instrument

The researcher employed a structured questionnaire as the main data-gathering tool, consisting of four parts. Part I gathered the respondents' profile, including age, sex, civil status, educational attainment, rank, and length of service in PNPA. Part II used a five-point Likert scale to assess value-based nursing practices across five domains: patient-centered care, ethical decision-making, compassionate service, professional competence, and leadership and teamwork, where 5 = Always, 4 = Often, 3 = Sometimes, 2 = Rarely, and 1 = Never. Part III measured healthcare outcomes such as patient satisfaction, quality of care, efficiency of service, frequency of complaints, and patient health improvement, based on the respondents' experiences. Part IV ensured ethical considerations, where informed consent was obtained, participation was voluntary, and confidentiality and anonymity of responses were maintained in accordance with institutional ethical standards.

Data Gathering Procedure

Approval to conduct the study was obtained from the PNPA administration and the relevant ethics committee prior to data collection. A pilot test of the questionnaire was first conducted to refine the questions and ensure clarity, relevance, and appropriateness for the target respondents. After the pilot phase, the final version of the questionnaire was distributed to the selected participants, accompanied by a brief explanation of the study's purpose and instructions for completion. Completed questionnaires were collected and stored securely to maintain confidentiality and data integrity. The responses were subsequently encoded into a spreadsheet to facilitate systematic statistical processing and analysis.

Results and Discussions

Table 1: Demographic Profile

Age of the Participants	f	%
21-25 years old	104	98.1
26-30 years old	2	1.9
Total	106	100

Out of the 106 participants, 104 or 98.1% of the cadets belong to the age group 21-25 years old, whereas the remaining 2 or 1.9% are from the age group 26-30 years old. PNPA Cadet Admission Test (PNPACAT). (2025, updated). PNPA cadetship program overview and admission requirements. Government PH / PNPA.

Table 2: Demographic Profile: Sex of Participants

Sex of the Participants	f	%
Male	73	68.9
Female	33	31.1
Total	106	100

For the demographic profile sex, 73 out of 106, or 68.9% are Male, while 33 or 31.1% are female. In above mentioned profiling, this coincides with the following studies: UN Women (2020), law enforcement agencies across ASEAN countries continue to show gender disparities, with males comprising the majority of cadet and officer populations. The report noted that women typically represent only 20–35% of personnel in policing academies and active service, reflecting persistent gender gaps in recruitment and training opportunities. Ukeh (2017) found that within police academies, male cadets often outnumber females by a ratio of approximately 3:1, due to traditional gender expectations, perceived physical requirements, and recruitment standards. Papadakis et al. (2021), differences in physical training outcomes between male and female police cadets, revealing that most police academies worldwide still enroll predominantly male participants. The researchers emphasized the importance of maintaining inclusive environments while recognizing physiological and social differences in training design. PNPA Cadet Admission Test (PNPACAT). (2025, updated). PNPA cadetship program overview and admission requirements. Government PH / PNPA.

Table 3: Civil Status

Status	f
Single	106
Married	0
Total	106

Table 3 presents the distribution of participants according to their demographic profile and civil status. All 106 participants (100%) of the study are single, as required by the Philippine National Police Academy (PNPA) Cadet Admission Test (PNPACAT) eligibility criteria (PNPA, 2025). This policy mandates that applicants must be single and without parental obligations to ensure that cadets can fully dedicate their time, discipline, and focus to the rigorous academic, military, and leadership training of the cadetship program.

1.4 Years in Service in the Organization of the Participants

Distribution of the Participants According to Years of Service in the Organization of the Participants	f	%
1-4 years	106	100
Total	106	100

When it comes to the participants' years in service in their organization, 106 out of 106 or 100% are with PNPA for about 1-4 years. PNPA Cadet Admission Test (PNPACAT). (2025, updated). PNPA cadetship-program overview and admission requirements. Government PH / PNPA. The table presents the distribution of the participants according to their demographic profile and years of Service in the Organization.

Table 4: Distribution of the Participants According to Length of Service

Length of Service of the Participants	f	%
1-5 Years	39	78.0 %
6-10 Years	4	8.0 %
10 Years and Above	7	14.0 %
Total	50	100.00 %

Table 4 presents the distribution of participants according to their length of service. The majority of participants (39 out of 50, or 78.0%) have been in service for 1–5 years, followed by those with 10 years and above at 7 participants (14.0%). Participants with 6–10 years of service had the lowest frequency, with 4 participants (8.0%). According to Purnomo Suhendra (2020), length of service refers to the duration an employee has been part of an organization, which significantly influences their ability to adapt to institutional systems and practices. Employees with longer tenure are generally more familiar with organizational processes and tend to perform their duties more effectively.

Problem 1: What value-based nursing practices are currently implemented in PNPA in terms of: care and compassion

Table 5: Value-Based Nursing – Care and Compassion

Care and compassion	Mean	Standard Deviation	Verbal Interpretation
1. Nurses show genuine concern for the well-being of cadets and personnel.	4.37	0.71	Most of the time
2. Nurses demonstrate empathy when dealing with patients' needs.	4.28	0.83	Most of the time
3. Cadets and personnel feel respected and valued during nursing care.	4.38	0.81	Most of the time
4. Nurses provide nursing care that considers the emotional and psychological needs of patients, not just their physical conditions.	4.38	0.80	Most of the time
Over-all Mean	4.35	0.74	Most of the time

Table 5 shows the participants' value-based nursing practices in the domain of Caring and Compassion, with an overall mean of 4.35 and a standard deviation of 0.74, interpreted as Most of the Time, indicating that these practices are performed more than 75% of the time. The highest-rated items, "Cadets and personnel feel respected and valued during nursing care" and "Nurses consider patients' emotional and psychological needs", both received a mean of 4.38. The lowest-rated item, related to demonstrating empathy, had a mean of 4.28 but remained within the same interpretation. These results suggest that caring, compassion, and respect are consistently demonstrated by the participants, contributing to positive patient experiences and outcomes.

Table 6: Value-Based Nursing – Professional Competence

Professional Competence		Mean	Standard Deviation	Verbal Interpretation
1.	Nurses apply updated knowledge and skills in providing care.	4.51	0.64	Most of the time
2.	Nursing interventions are consistent with established standards and protocols.	4.38	0.76	Most of the time
3.	Nurses exercise sound judgment in handling emergencies.	4.33	0.76	Most of the time
4.	Nurses apply evidence-based practices and current knowledge to ensure safe and effective patient care.	4.40	0.70	Most of the time
Over-all Mean		4.40	0.66	Most of the time

Table 6 shows that the overall mean score for the participants' value-based nursing practices in the domain of Professional Competence is 4.40 with a standard deviation of 0.77, interpreted as Most of the Time, indicating that these practices are performed more than 75% of the time. The highest-rated item, Statement 1, "Nurses apply updated knowledge and skills in providing care"—received a mean of 4.51 with a standard deviation of 0.64, interpreted as Always, showing that this practice is consistently performed. In contrast, the lowest-rated item, Statement 3, "Nurses exercise sound judgment in handling emergencies"—had a mean of 4.33 with a standard deviation of 0.76, interpreted as Most of the Time. These findings align with Benner's (1984) From Novice to Expert theory, which states that expert nurses develop intuitive judgment through experience, enabling rapid and appropriate responses to emergencies. Similarly, Sullivan and Decker (2018) noted that competent nurses display adaptability and decisiveness under pressure, while Fawaz and Hamdan-Mansour (2016) found that regular participation in simulations and critical care training enhances confidence and accuracy in emergency decision-making. De Castro and Reyes (2020) also emphasized that Filipino nurses demonstrate calmness and resourcefulness in emergencies, reflecting both professional competence and value-based practice.

Table 7: Value-Based Nursing – Respect for Human Dignity and Rights

Respect for Human Dignity and Rights		Mean	Standard Deviation	Verbal Interpretation
1.	Patients' confidentiality and privacy are always maintained.	4.38	0.84	Most of the time
2.	Nurses respect the individuality of cadets and personnel under their care.	4.35	0.81	Most of the time
3.	Nursing care is delivered without bias or discrimination.	4.35	0.81	Most of the time
4.	Nurses uphold confidentiality and respect patients' rights regardless of their background or status.	4.36	0.84	Most of the time
Over-all Mean		4.34	0.77	Most of the time

Table 7 shows that the participants' value-based nursing practices in the domain of Respect for Human Dignity and Rights obtained an overall mean of 4.34 with a standard deviation of 0.77, interpreted as Most of the Time, indicating that these practices are performed more than 75% of the time. The highest-rated item, Statement 4, "Nurses uphold confidentiality and respect patients' rights regardless of their background or status", received a mean of 4.36, while the lowest-rated item, Statement 1, "Patients' confidentiality and privacy are always maintained"—had a mean of 4.28; both were interpreted as Most of the Time. These findings align with the Philippine Code of Ethics for Nurses (Board of Nursing, 2019) and support value-based nursing principles emphasizing respect, compassion, and human rights. Studies in the Philippine context (dela Cruz, 2019; Ramos & Santiago, 2021) highlight that maintaining confidentiality fosters patient trust and professional integrity. International guidelines (ICN, 2021; ANA, 2015) and research by Awaisi et al. (2020) and Moccia et al. (2022) further confirm that safeguarding personal health information strengthens therapeutic relationships and enhances patient satisfaction, reflecting the core nursing value of respect for human dignity.

Table 8: Value-Based Nursing – Collaborative Practice Teamwork

Collaborative Practice Teamwork		Mean	Standard Deviation	Verbal Interpretation
1.	Nurses work effectively with other healthcare providers in PNPA.	4.46	0.72	Most of the time
2.	Nurses promote teamwork to enhance patient care.	4.41	0.73	Most of the time
3.	Nurses involve cadets and personnel in decisions about their health when appropriate.	4.45	0.76	Most of the time
4.	Nurses actively contribute to achieving common healthcare goals by supporting her/his colleagues	4.42	0.74	Most of the time

and other professionals.			
Over-all Mean	4.44	0.69	Most of the time

Table 8 shows that the participants' value-based nursing practices in the domain of Collaborative Practice and Teamwork obtained an overall mean of 4.44 with a standard deviation of 0.69, interpreted as Most of the Time, indicating that collaboration and teamwork are practiced more than 75% of the time. The highest-rated item, Statement 1, "Nurses work effectively with other healthcare providers in PNPA" received a mean of 4.46, while the lowest-rated item, Statement 2, "Nurses promote teamwork to enhance patient care" had a mean of 4.41; both were interpreted as Most of the Time. These findings align with studies showing that effective teamwork and interprofessional collaboration improve patient outcomes, safety, and job satisfaction (Reeves et al., 2018; O'Daniel & Rosenstein, 2017). Filipino nurses particularly value communication, mutual respect, and shared decision-making, which enhance efficiency and patient safety (Labrague et al., 2019; Alquizar, 2020; PNA, 2021). De Castro et al. (2022) further note that nurses in Philippine healthcare institutions consistently practice collaboration and teamwork, demonstrating professional solidarity and adaptability in diverse and resource-constrained settings.

Table 9: Value-Based Nursing – Commitment to Service Excellence

	Commitment to Service Excellence	Mean	Standard Deviation	Verbal Interpretation
1.	Nurses provide timely and efficient nursing services.	4.36	0.78	Most of the time
2.	Nurses always demonstrate a strong commitment to professional ethics and values in healthcare delivery.	4.37	0.77	Most of the time
3.	Feedback from patients and personnel is valued and used for improvement.	4.29	0.79	Most of the time
4.	Nurses consistently strive to exceed standards in delivering quality nursing care.	4.36	0.76	Most of the time
	Over-all Mean	4.35	0.72	Most of the time

Table 9 shows that the participants' value-based nursing practices in the domain of Commitment to Service Excellence obtained an overall mean of 4.35 with a standard deviation of 0.72, interpreted as Most of the Time, indicating that these practices are performed more than 75% of the time. The highest-rated item, Statement 2, "Nurses always demonstrate a strong commitment to professional ethics and values in healthcare delivery" received a mean of 4.37, while the lowest-rated item, Statement 3, "Feedback from patients and personnel is valued and used for improvement" had a mean of 4.29; both were interpreted as Most of the Time. These findings align with studies emphasizing that commitment to service excellence is reflected in adherence to professional ethics, accountability, and respect for human dignity (Watson, 2018; Lachman, 2017; Labrague et al., 2019; PNA, 2021). Filipino nurses, in particular, uphold these values to promote patient trust, strengthen nurse-patient relationships, and foster a culture of continuous improvement in healthcare delivery.

Table 10: Value-Based Nursing Practice of the Participants

	Commitment to Service Excellence	Mean	Standard Deviation	Verbal Interpretation
1.	Caring and Compassion	4.35	0.74	Most of the time
2.	Professional Competence	4.40	0.66	Most of the time
3.	Respect for Human Dignity and Rights	4.34	0.77	Most of the time
4.	Accountability and Integrity	4.50	1.00	Most of the time
5.	Collaborative Practice and Teamwork	4.44	0.69	Most of the time
6.	Commitment to Service Excellence	4.35	0.72	Most of the time
	Over-all Mean	4.23	0.66	Most of the time

Table 11 presents a summary of the participants' overall performance in Value-Based Nursing across all six domains. It shows the mean scores, standard deviations, and verbal interpretations for each domain. Among the domains, Accountability and Integrity recorded the highest mean score of 4.50 (SD = 1.00), interpreted as Most of the Time, while Respect for Human Dignity and Rights had the lowest mean score of 4.34 (SD = 0.77), also interpreted as Most of the Time. Overall, the results indicate that participants consistently practice value-based nursing, with slightly stronger performance in accountability and integrity compared to other domains.

Table 11: Perceived Health Outcomes of Cadets as Recipients of Care

Perceived Health Outcomes		Mean	Standard Deviation	Verbal Interpretation
1.	My health concerns are adequately addressed by nursing services.	4.39	0.75	Most of the time
2.	I feel safe and well cared for during my stay in PNPA.	4.42	0.78	Most of the time
3.	Nursing care contributes positively to my overall well-being and performance as cadet/personnel.	4.43	0.75	Most of the time
4.	Patient satisfaction with nursing care.	4.38	0.76	Most of the time
5.	Efficiency of healthcare service delivery.	4.42	0.72	Most of the time
6.	Quality of care received.	4.39	0.74	
7.	Health improvement outcomes post-treatment.	4.34	0.78	
8.	Nurses provide quality nursing care for the patient's health status, well-being, and experiences by implementing value-based nursing practices within the institution.	4.41	0.77	Most of the time
Over-all Mean		4.39	0.70	Most of the time

Table 11 presents the participants perceived healthcare outcomes based on their experiences receiving nursing care. The overall mean of responses is 4.39 with a standard deviation of 0.70, interpreted as Most of the Time, indicating that participants generally perceive positive healthcare outcomes more than 75% of the time. The highest-rated item, Statement 3, "Nursing care contributes positively to my overall well-being and performance as cadet/personnel" received a mean of 4.43 (SD = 0.75), while the lowest-rated item, Statement 7, "Health improvement outcomes post-treatment" had a mean of 4.34 (SD = 0.78); both were interpreted as Most of the Time. These findings are supported by studies showing that quality nursing care improves patient health, satisfaction, and well-being (Aiken et al., 2018; Kutney-Lee & Kelly, 2017; Labrague et al., 2019), highlighting that competent, holistic, and patient-centered nursing services enhance wellness, performance, and confidence in the healthcare system.

Table 13: Significant Difference in the Value-Based Nursing and Perceived Healthcare Outcomes of the Participants when Grouped According to their Age

Significant Difference	Gender	Mean	Standard Deviation	Null Hypothesis	Sig. Value	Verbal Interpretation
Caring and Compassion	21-25 yo	4.34	0.07	The distribution of the responses of the participants' responses is the same across categories of Age of the Participant s. TEST: Independent Samples Mann-Whitney U-Test (T-Test for Skewed Data)	0.174	Not Significant
	26-30 yo	5.00	0.00			
Professional Competence	21-25 yo	4.39	0.66		0.190	Not Significant
	26-30 yo	5.00	0.00			
Respect for Dignity and Rights	21-25 yo	4.33	0.77		0.166	Not Significant
	26-30 yo	5.00	0.00			
Accountability and Integrity	21-25 yo	4.47	1.00		0.043	Significant
	26-30 yo	5.00	0.00			
Collaborative Practice and Teamwork	21-25 yo	4.43	0.70		0.649	Not Significant
	26-30 yo	4.75	0.35			
Commitment to Excellence	21-25 yo	4.34	0.72		0.505	Not Significant
	26-30 yo	4.75	0.35			
Overall Value-Based Nursing	21-25 yo	4.34	0.71		0.368	Not Significant
	26-30 yo	4.94	0.09			
Perceived Healthcare Outcomes	21-25 yo	4.22	0.66	0.075	Not Significant	
	26-30 yo	4.92	0.12			

Table 12 presents the significant differences in Value-Based Nursing practices and perceived healthcare outcomes of participants when grouped by age. Among all domains, only Accountability and Integrity showed a significant difference, with a Sig. Value of 0.043, which is below the 0.05 threshold. Participants aged 26–30 years had higher mean scores in this domain compared to those aged 21–25 years. The other domains had Sig. Values ranging from 0.075 to 0.649, indicating no significant differences. These findings suggest that, while most value-based practices and perceived healthcare outcomes do not vary significantly by age, accountability and integrity improve with age and experience. This aligns with research showing that older and more experienced nurses develop stronger ethical decision-making, reliability, and commitment to professional values (Huston, 2018; Shahriari et al., 2019; Dones & Labrague, 2020), reflecting how age and professional maturity positively influence value-based nursing behaviors.

Table 13: Significant Difference in the Value-Based Nursing and Perceived Healthcare Outcomes of the Participants when Grouped According to their Age

Significant Difference	Gender	Mean	Standard Deviation	Null Hypothesis	Sig. Value	Verbal Interpretation
Caring and Compassion	21-25 yo	4.34	0.07	The distribution of the responses of the participants' responses is the same across categories of Age of the Participant s. TEST: Independent Samples Mann-Whitney U-Test (T-Test for Skewed Data)	0.174	Not Significant
	26-30 yo	5.00	0.00			
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	26-30 yo	5.00	0.00			
Respect for Dignity and Rights	21-25 yo	4.33	0.77		0.166	Not Significant
	26-30 yo	5.00	0.00			
Accountability and Integrity	21-25 yo	4.47	1.00		0.043	Significant
	26-30 yo	5.00	0.00			
Collaborative Practice and Teamwork	21-25 yo	4.43	0.70		0.649	Not Significant
	26-30 yo	4.75	0.35			
Commitment to Excellence	21-25 yo	4.34	0.72		0.505	Not Significant
	26-30 yo	4.75	0.35			
Overall Value-Based Nursing	21-25 yo	4.34	0.71		0.368	Not Significant
	26-30 yo	4.94	0.09			
Perceived Healthcare Outcomes	21-25 yo	4.22	0.66	0.075	Not Significant	
	26-30 yo	4.92	0.12			

Table 13 presents the significant differences in Value-Based Nursing practices and perceived healthcare outcomes of participants when grouped by sex. The T-values ranged from 0.866 to 2.633, with Sig. Values between 0.012 and 0.389. Significant differences were noted only in the domains of Caring and Compassion (Sig. = 0.041) and Respect for Dignity and Rights (Sig. = 0.012), both below the 0.05 threshold. In these domains, male participants reported higher levels of value-based nursing practices and perceived healthcare outcomes compared to females. These findings align with studies showing that male nurses often demonstrate assertiveness, confidence, and strong patient advocacy, which enhance patient trust and respect (Ozdemir & Sendir, 2018; Karadag et al., 2019). Similarly, male nurses may exhibit comparable or higher compassion and ethical commitment than females, contributing to positive patient perceptions and healthcare outcomes (Dones & Labrague, 2020). Overall, sex-related differences appear to reflect complementary strengths that enhance the quality of care.

Table 14: Significant Relationship Between Value-Based Nursing Practice and Perceived Health Outcomes of the Participants

Significant Relationship	Pearson Correlation	Verbal Interpretation	Sig. Value
Value-Based Nursing Practice and Perceived Health Outcomes	0.918	Negligible Relationship	P = 0.000 (<0.05-0.01) Significant

Table 14 presents the significant relationship between Value-Based Nursing practices and perceived healthcare outcomes of the participants. The analysis yielded a Pearson correlation coefficient of 0.918 with a Sig. Value of 0.000, indicating a strong positive and significant relationship. This means that as the participants' value-based nursing practices increase, their perception of healthcare outcomes also improves. These findings align with studies showing that nurses who uphold professional values such as compassion, accountability, and respect enhance patient satisfaction, well-being, and recovery (Aiken et al., 2018; Lachman, 2017; Labrague et al., 2019). Overall, the results highlight that a higher commitment to value-based care directly contributes to better perceived healthcare outcomes, reinforcing the critical link between ethical nursing practice and positive patient experiences.

Ethical Considerations

The study was conducted in strict adherence to ethical research principles to protect the rights, welfare, and confidentiality of all participants. Approval to conduct the research was obtained from the Philippine National Police Academy (PNPA) administration as well as the relevant institutional ethics committee prior to data collection. Informed consent was secured from all participants, who were provided with a clear explanation of the study's purpose, procedures, and their role in the research. Participation was entirely voluntary, and respondents were assured of their right to withdraw at any time without any penalty or negative consequences. To maintain confidentiality, all questionnaires and responses were anonymized, securely stored, and accessed only by the research team. Additionally, the study complied with established institutional guidelines and ethical standards for research involving human participants, ensuring that the collection, handling, and analysis of data were conducted responsibly and respectfully.

Conclusion

The study concludes that nurses at the Philippine National Police Academy (PNPA) strongly practice value-based nursing, particularly in caring, compassion, accountability, integrity, and respect for human dignity. These practices are closely associated with very high perceived healthcare outcomes, especially in fostering trust and confidence among patients and personnel. The significant positive relationship between Value-Based Nursing Practices and Perceived Healthcare Outcomes highlights that adherence to ethical and professional nursing values directly contributes to improved patient satisfaction, well-being, and safety. This underscores the importance of maintaining and promoting value-based practices to ensure quality healthcare delivery within the PNPA. This Strategic Development Plan underscores the integral link between value-based nursing practices and healthcare outcomes. By promoting continuous training, mentorship, feedback, and leadership grounded in compassion and integrity, PNPA can ensure that its nurses remain at the forefront of ethical, patient-centered care. The implementation of this plan will serve as a sustainable framework for fostering excellence, empathy, and accountability across all levels of nursing practice.

Reccomendations

Based on the findings, the study recommends that Philippine National Police Academy (PNPA) administrators prioritize the integration of value-based nursing practices by developing policies and programs that promote ethical, compassionate, and patient-centered care. Institutional leaders are advised to establish a Value-Based Nursing Development Committee to oversee awareness campaigns, orientation programs, and continuous training for nursing personnel. Nursing supervisors and educators should implement mentorship programs, feedback mechanisms, and patient evaluation systems to ensure that value-driven practices are consistently applied and reinforced across all healthcare services. Nurses are encouraged to actively engage in professional development, uphold ethical standards, demonstrate accountability, and participate in collaborative teamwork to enhance the quality of care. Additionally, the study recommends that monitoring and evaluation mechanisms be institutionalized to track progress and sustain improvements. This includes the use of performance indicators such as patient trust and satisfaction scores, adherence to ethical and compassionate care, and feedback from peers and supervisors. Evaluation tools, including surveys, interviews, observation checklists, and Value-Based Practice Evaluation Reports, should be regularly employed to assess effectiveness. Annual evaluations and recognition of nurses who

exemplify value-based practices are also recommended, with periodic reviews of the implementation plan every two years to ensure alignment with evolving healthcare standards. Overall, these recommendations aim to foster a culture of excellence in nursing practice at PNPA, enhance patient outcomes, and sustain ethical, competent, and collaborative healthcare delivery within the institution.

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