

COMPLIANCE TO DISCIPLINARY POLICIES AND PROCEDURES IN SELECTED COLLEGES OF NURSING

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ABSTRACT

This research aimed to determine the nursing students' compliance with the disciplinary policies and procedures in selected colleges of nursing in Quezon City. The researcher used a descriptive comparative research design. A total of 428 nursing students and 72 nursing faculty members from the three selected colleges of nursing in various universities which offered the Bachelor of Science in Nursing (BSN) program participated in the study. The collected data revealed that most of the nursing students enrolled in three selected colleges of nursing in terms of gender are female nursing students; in terms of year level in college are fourth-year nursing students, and a majority of the participants' parents are college graduates. The gathered data revealed that the least complied area among the disciplinary policies and procedures is "general behavior guidelines." The study also revealed that there is a significant difference in the degree of compliance of nursing students with the disciplinary policies and procedures among the year levels in college. The study showed that the most disobeyed group of participants among the year levels is the "third-year nursing students." The specific intention of the proposed Action Disciplinary Approach (ADA) is to enhance nursing students' compliance with the institutional disciplinary policies and procedures.

Keywords: *behavior, compliance, disciplinary policies and procedures, discipline, student handbook*

INTRODUCTION

A student disciplinary policies and procedures define an administrative procedure by which a nursing faculty member or a nursing administrator can take against students' absences and tardiness, cheating, plagiarism, smoking, not wearing school uniform properly, and improper use of school facilities (Estrada, 2019). If a student exhibits inappropriate behavior and has been seen by a nursing faculty whether a classroom lecturer or a clinical instructor, the nursing student may be requested to undergo a due process that may result in disciplinary action if proven guilty (Manual of Regulations for Private Higher Education, 2008).

According to Khalid and Mehmood (2017); Murcia (2015), Maderazo (2012); Malcolm, Wilson, Davidson, and Kirk (2003), it is concluded that nursing students' absenteeism strongly affects its academic and clinical performance. Every nursing higher education institution shall maintain a discipline policy in terms of attendance and exercise disciplinary authority over students. Nursing students who are always late and absent in class and clinical area do not only lose valuable instructions, but they also have

poor participation, poor coordination with their instructors and peers, interfere with lessons in progress, and disrupt other nursing students' concentration (Abdelkader, Abeer & Abdelrahman, Safaa, 2017).

The College of Nursing has an extremely competitive environment (Smith, 2012; Lang, 2013). Some nursing students will do anything it takes to achieve a high grade or to achieve special awards or honors, even if it includes academic cheating in examinations, references, or in a task like homework-project (Faucher & Caves, 2009). In Ghana, students attacked their proctor and destroyed property for not being allowed to cheat. Students destroyed school properties and amenities for not being allowed to do so (Obichie, 2017). A study in the Philippines found out that within a school year, nine (9) out of (10) ten students have involved in an act of academic cheating, such as, "the sharing between and among students of answers and questions to an examination that a student has taken before and the others are just about to take" (Quintos, 2017). Furthermore, the Philippine society was also shocked in 2006 by the Philippine Regulation Commission (PRC) Nursing Board Exam leakage scandal (Filipino nurses' exam scandal, 2006).

Smoking and alcohol consumptions in an academic circle that occur for recreational purposes are substance abuse behavior that nursing students might develop (da Silva Pires et.al, 2015; Monroe, 2012; Berg, 2008). Nursing students, especially those in the higher year levels, viewed smoking and alcohol consumption as means of socialization and a way to take a study break as a result of the high demands of nursing schools and exhaustion from the university activities that cause excessive stress and burn-out.

Several college students are sent to on-campus suspension for violating uniform policy (newamericamedia.org, 2013). The uniform policy regarding dress codes is expected to lessen school violence, prevent discipline issues, and improve school safety (Mahlangu, 2017). Furthermore, uniform serves as nurses' professional identity that influences various areas in nursing and healthcare. The wearing of a uniform plays a significant role in nursing students' formation toward upholding pride in the nursing profession.

According to Witmer and Johansson (2015), factor such as gender can influence compliance of the students with the college disciplinary policies and procedures. Moreover, the educational attainment of the parents might also affect student's discipline compliance (Garg, Kauppi, Lewko, & Urjnik, 2002; Garg, Melanson, & Levin, 2007; Sánchez, Reyes, & Singh, 2006) as well as student's year level (Kirmani, & Siddiquah, 2008).

Nursing students are expected to understand and observe the existing disciplinary policies and procedures transcribed on the student handbook of their respective institution, college of nursing catalog, and academic and clinical schedules because in every component of nursing practice there are health policy issues. Nursing faculty are challenged to prepare nursing students to meet the ever-changing and complex demands of the contemporary health care system. Providing proper discipline gives nursing faculty the structure they crave, making it possible for nursing students to act appropriately in any situation.

Theoretical Framework

The study is anchored with Albert Bandura's Social Cognitive Theory and Edward Thorndike's Behavioral Modification Theory. These health theories were beneficial as a starting point to understand health behavior or develop a program to change the health behavior of an individual or group. Bandura's Social Cognitive Theory is established from

the outcome of current and common interaction of an individual, environment, and the already learned behavioral patterns of a person or group. These theories are the results of the knowledge obtained and consequential performance of an individual's certain behavior (Denler, Wolters, & Benzon, 2014; Boeree, 2008). Thorndike's behavioral modification pertains to a behavioral change technique used to control the level of behavioral frequency. This behavioral change can be achieved by identifying a target behavior that needs to be altered. This process is done by shaping and chaining. Shaping consists of behavioral reinforcement toward desired behavior, while chaining involves a series of process that needs to be performed to complete the procedure by an individual to acquire behavioral change (Miltenberger, 2012).

Gaining nursing students' insights, in relation to these two factors, can help nursing administrators and nursing faculty members to build nursing students confidence and improve their compliance to the disciplinary policies and procedures in the College of Nursing that enable them to exercise self-control over their thoughts, feelings, motivations, and actions. In the exercise of self-directedness, nursing students will be able to adopt certain standards of behavior that serve as guides and motivators and regulate their actions anticipatorily through self-responsive influence.

From these two (2) theories and findings of the study, the researcher proposed an approach called Action Disciplinary Approach (ADA). This approach is a program of activities composed of campaigns, pertinent drives, seminars, workshops, subject integration, posters, signage, film showing, and regular orientation and activities that has a particular intention to reinforce the existing disciplinary policies and procedures among Bachelor of Science Nursing (BSN) students as they emulate the qualities of wisdom, kindness, charity, and purity as they invoke service to God and Man. Moreover, the specific objective is to enhance the degree of compliance of BSN students on the existing disciplinary policies and procedures in the college with particular improvements of their attendance to both classroom and clinical classes; enhancement of their general behavior; anti-smoking campaign; following uniform guidelines; and proper use of facilities within or outside the school premises as they envision the hallmarks of the school's Vision, Mission and Objectives (VMO) in educating nurses; and should therefore would only possible as students adhere with each branch of the school management that includes the administrative level, faculty members, registrar's office, and other personnel and staff.

Simulacrum of the Study

The simulacrum shows the first set of variables contains the profile of nursing students that includes their gender, year level in college, and highest educational attainment of the parent/s. The second set of variables includes the degree of compliance of nursing students with the disciplinary policies and procedures in the college of nursing as assessed by themselves and of nursing faculty. The third set of variables includes the disciplinary policies and procedures in terms of classroom and clinical attendance, general behavior guidelines, substance use, uniform guidelines, and use of facilities. The difference in the assessment of this is determined according to the nursing students' profile, while the difference in the degree of compliance of nursing students to the disciplinary policies and procedures is determined among the two groups of participants.

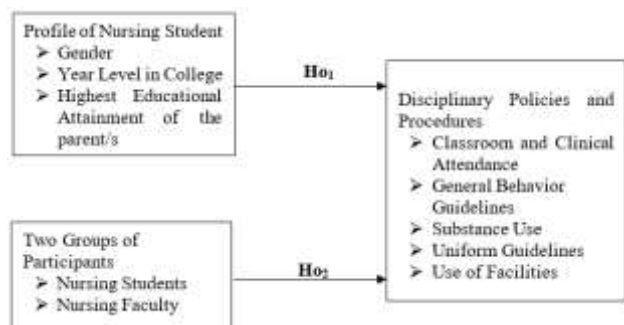


Figure 1. Research Simulacrum

METHODOLOGY

Research Design

The researcher used a descriptive comparative research design in which the study emphasized the current situation. This research design comprises of data gathering, interpretation, analysis, and presentation of the compliance with the disciplinary policies and procedures among nursing students in selected colleges in nursing in Quezon City in terms of classroom and clinical attendance, general behavior guidelines, substance use, uniform guidelines, and use of facilities as assessed by the two groups of participants.

Research Sampling/Locale/Participants

The three selected colleges of nursing in Quezon City were chosen because these colleges have been consistent to have a satisfactory passing rate in the Nurses Licensure Examination (NLE) among other universities around Quezon City. The nursing students from the second year to the fourth year were involved in the study since they were the best to evaluate and they had undergone capping and pinning ceremony for their related clinical experience in nursing, therefore, are taking professional nursing subjects. First-year nursing students who have not been exposed to the clinical area, second year, third year, and fourth-year nursing students are irregular, and faculty members who are teaching general education subjects were not included in the study.

Stratified random sampling was used since the desired participants for the research must be studied based on a particular sub-group within the population. A total of 428 nursing students and 72 nursing faculty members from three selected colleges of nursing in various universities that offered BSN programs in Quezon City voluntarily participated in the study. In College of Nursing A, 57 second-year nursing students, 67 third-year nursing students, and 104 fourth-year nursing students with 28 nursing faculty members participated in the study. In College of Nursing B, 27 second-year nursing students, 42 nursing students, and 77 fourth-year nursing students with 36 nursing faculty members participated in the study. In College of Nursing C, 15 second-year nursing students, 14 third-year nursing students, and 25 fourth-year nursing students with 8 nursing faculty members participated in the study.

Procedure

The instrument used in gathering data was a researcher-made questionnaire based on the Manual of Regulations for Private Higher Education, R.A. No. 7722, otherwise known as the Higher Education Act of 1994, 2008 Manual of Regulations for Private Higher Education, review of related literature, and three (3) selected student handbooks. Before the actual data collection, letters of permission were given to the three selected colleges of nursing in Quezon City where the study was conducted.

A letter of permission to the colleges of nursing was given before the actual data collection. A letter to the participants was attached together with the questionnaire to ask permission, to gain their cooperation, and to explain their rights in participating in the study. Recommendation for

approval from the deans of nursing allowed the beginning of data collection and retrieval of the questionnaires. In the event that deans had clarifications and inquiries regarding the instrument, the researcher made himself available to address any concerns.

Instrument Validation

Preceding to pilot study, the research tool used was subjected to content validation done by the specialists. The pilot study was comprised of 25 participants which were from another university with a college of nursing in Quezon City and that was never been part of the actual conduct of the study. The results of reliability testing using Cronbach Alpha obtained an 82.58% indicating that the findings of the pilot study were reliable and with an indication of high consistency.

Ethical Considerations

The study observed the principle of confidentiality which pertains to the obligation of the researcher to protect all the information and data obtained from the research and will only be used for this study and associated studies. It is also the researcher's responsibility to safeguard the information collected from the participants from being divulged to others. Moreover, the principle of anonymity which refers to the act of keeping individuals nameless in relation to their participation in a study was also applied.

To ensure the application of these principles, the participants' letter of participation in the study was obtained. In addition, the principle of self-determination was implemented during the conduct of the study. The participants were able to control their own decision and may or may not be required to participate in the study. The nursing students and nursing faculty members who were involved in the study were protected from any form of influence. The involvement of the participants in this research may not involve any probable risk and they were informed that their voluntary involvement in this study could be beneficial for them.

All information and data gathered were deleted upon completion of the study. Any information identified by the researcher was kept confidential. Consenting to be involved in this study indicated that any information and data obtained may be used for other related studies considering the participant's identity is protected. Each participant was informed that involvement in this study is voluntary. The

participants were also informed that they may choose to withdraw at any point in the study.

Data Analysis

Frequency and percentage distribution were used to classify the participants according to gender, year level in the College of Nursing, and highest educational attainment of the parent/s. Weighted Mean was used to get the overall rating of the degree of compliance of nursing students as assessed by two groups of participants with the disciplinary policies and procedures in the college of nursing. Furthermore, Analysis of Variance (ANOVA) was used to specify the difference in the assessment on the degree of compliance of nursing students to the disciplinary policies and procedures when grouped according to year levels in college. Moreover, a t-test was used to indicate significant differences in the degree of compliance of nursing students according to the disciplinary policies and procedures among the two groups of participants. T-test was also used to test the significant difference among the year levels in the College of Nursing.

RESULTS AND DISCUSSION

Profile of Nursing Students

The collected data showed that 73.60% of nursing student participants were female, while 26.40% were male. Furthermore, the data revealed that most of the nursing students enrolled in three selected colleges of nursing in Quezon City are female. The gathered data revealed that the majority of nursing students enrolled in the fourth year with a percentage of 48.13%, while the lowest is a second-year nursing student with a percentage of 23.13%. In terms of the highest educational attainment of the parent/s, it revealed that 68.26% are college graduates which is the highest, while the lowest is an elementary graduate with a percentage of 0.23%. The data showed that the majority of the parents of nursing students are college degree holders.

Summary of the Disciplinary Policies and Procedures

As shown in Table 1 below, it revealed that the highest degree of compliance of nursing students is item no. 4 as they strongly agreed that most of the students are following the

said policies and procedures on the uniform, while the lowest as agreed upon by the first group of participants was item no. 2. Furthermore, it has a grand mean of 3.38 with a qualitative interpretation of "Agree." The nursing faculty members strongly agreed that the highest degree of compliance of nursing students was "substance use" while the least complied was "general behavior guidelines." Moreover, it has a grand mean of 4.43 with a qualitative interpretation of "Agree." Overall, as you can see in the results, there is a need to improve the nursing students' compliance with some areas of the disciplinary policies and procedures. Parents should receive students' report cards or grades every semester as a way of the schools' feedback mechanism. Similarly, for any concern, parents are encouraged to make an appointment regarding students' behavior. Moreover, nursing society should encourage nursing students to follow their respective college rules and regulations by providing relevant campaign drives.

Table 1. Summary of the Degree of Compliance of Nursing Students with the Disciplinary Policies and Procedures as Assessed by the Two Groups of Participants from the Selected Colleges of Nursing

Disciplinary Policies and Procedures	Nursing Students		Nursing Faculty	
	WM	Q. I	WM	Q. I
1. Classroom and Clinical Attendance	3.25	A	3.30	A
2. General Behavior Guidelines	3.15	A	3.24	A
3. Substance Use	3.50	SA	3.60	SA
4. Uniform Guidelines	3.52	SA	3.45	A
5. Use of Facilities	3.50	SA	3.55	SA
GRAND MEAN	3.38	A	3.43	A

Legend: 3.50 – 4.00 (Strongly Agree - SA); 2.50 - 3.49 (Agree - A); 1.50 - 2.49 (Disagree - D); 1.00 - 1.49 (Strongly Disagree - SD)

Figure 2 shows the first set of variables of ADA that contains the program of activities contains such as, campaigns, pertinent drives, seminar, workshop, subject integration, poster, signages, film showing, regular orientation, and activities related to disciplinary measure to improve nursing students' compliance with the disciplinary policies and procedure. The second set of variables includes the implementation stage of the following school leaders: nursing student-leaders; nursing faculty members; nursing administrators; and persons-in-authority. The third set of variables includes the disciplinary policies and procedures in terms of classroom and clinical attendance, general behavior guidelines, substance use, uniform guidelines, and use of facilities. The difference in the implementation will be determined according to the nursing students' profile.

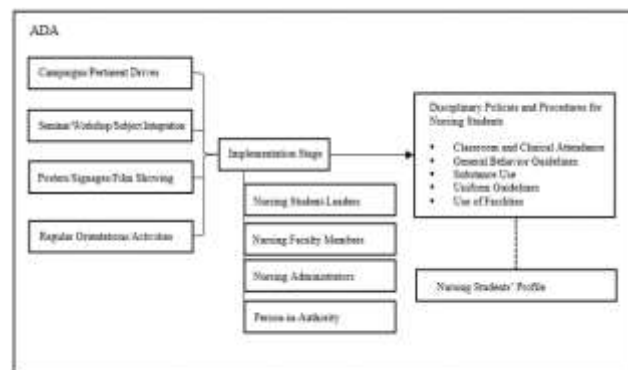


Figure 2. Action Disciplinary Approach (A.D.A.)

A program of activities included in the Action Disciplinary Approach are the following: (1) Classroom and Clinical Attendance. Observation of nursing students' attendance during the lecture or clinical duty must be explained and monitored by the nursing faculty members themselves. This observation shall be elaborated by the college heads or coordinators during students' orientation before the academic semester begins; (2) General Behavior Guidelines. Strict implementation of the no cheating policy must be done before and during examinations. These guidelines shall be strictly implemented by the nursing faculty members and various nursing student-leaders while rules against anti-plagiarism must be explained thoroughly among students for subjects involving composition and creative writing. The nursing faculty members shall be responsible for critiquing papers as students obliged to the national and international rule of conduct for anti-plagiarism. (3) Substance Use. Displaying support to no smoking policy within and outside of the school premises must be extended to the student's related learning experience areas or clinical areas. Furthermore, various campaigns such as film showing, seminar-workshop, and other related anti-smoking initiatives must be fully supported by the entire academic community; (4) Uniform Guidelines. Displaying undesired hair cut for male and undesired hair bun for female can be addressed by posting pictures for an ideal haircut for male and hair bun for female students in designated area. These guidelines must be strictly followed by the students while they are still within the vicinity of the institution, and are wearing the school's official uniform. This shall be implemented by the college office in cooperation with security guards' office and other support staff; and lastly, Use of Facilities. The guidelines in the use of the school library must be explained during orientation by the chief librarian together with the staff. In addition, reminders regarding the use of library amenities should be placed in specified areas. The guidelines in the use of school buses

should be explained during orientation and must be elaborated thoroughly by the instructors for courses involving field trips and clinical duties. Moreover, nursing faculty members and person-in-charge should uphold the responsibility in regularly reminding the students regarding the appropriate usage of school buses.

Nursing Students' Profile

Table 2 shows the test of significant difference on the degree of compliance of nursing students according to nursing student's profile. In terms of gender, the collected data revealed that the computed Z value is 262.18. Since the computed Z value is greater than the Z critical value of 1.96 at a 5% level of significance. Therefore, the null hypothesis is rejected. There is a significant difference in the degree of compliance of nursing students on the disciplinary policies and procedures when grouped according to gender. Witmer and Johansson (2015) identified that female college students are less dominant in disciplinary matters.

Table 2. Difference in the Assessment on the Degree of Compliance of Nursing Students to the Disciplinary Policies and Procedures in Selected Colleges of Nursing When Grouped According to Nursing Students' Profile

Profile of Nursing Students	Computed Value	Critical Value	P-Value	Interpretation
Gender	Z = 262.18	Z = 1.96		Significant
Year level	F = 9.47	F = 3.89	0.00339	Significant
Highest Educational Attainment of the Parents	Z = 193.46	Z = 1.96		Significant

In terms of year level in college, the gathered data showed that the computed F value is 9.47. Since the computed F value is greater than the critical F value of 3.89 at a 5% level of significance. There is a significant difference in the degree of compliance of nursing students on the disciplinary policies and procedures when grouped according to year level in college.

In terms of the highest educational attainment of the parents, the collected data revealed that the computed Z value is 193.46. Since the computed Z value is greater than the critical Z value of 1.96 at a 5% level of significance. There is a significant difference in the degree of compliance of nursing students on the disciplinary policies and procedures

when grouped according to the highest educational attainment of the parents.

Year Levels in the College of Nursing

Table 3 presents the test of significant differences in the degree of compliance of nursing students with the disciplinary policies and procedures among the year levels in the college of nursing. As can be gleaned from the table, it revealed that the fourth-year nursing students are the most obedient grouped while third-year nursing students were the most disobedient group among the year levels in the college of nursing. Since the computed values (3.22 for the second and third year, -4.58 for the second and fourth year, and -7.47 for the third year and fourth year) were greater than the critical value of 2.78 for the three (3) groups. Therefore, there is a significant difference in the degree of compliance of nursing students with disciplinary policies and procedures among the year levels in the College of Nursing.

Table 3. Difference in the Degree of Compliance of Nursing Students with the Disciplinary Policies and Procedures Among the Year Levels in the College of Nursing

Year Levels in the College of Nursing	Computed Value	Critical Value	P-Value	Interpretation
Second Year & Third Year	3.22	2.78	0.03239	Significant
Second Year & Fourth Year	- 4.58	2.78	0.01020	Significant
Third Year & Fourth Year	- 7.47	2.78	0.00172	Significant

Note: The p-values are significant below alpha 0.05

CONCLUSION

Based on the findings of this study, it showed that majority of female participants from the three selected colleges of nursing agreed to comply with the disciplinary policies and procedures written on the student handbook. The study also showed that most of the nursing students enrolled are in the fourth year as there has been already an abrupt decrease of nursing enrollees nowadays. Furthermore, most of the participants' parents have the highest educational attainment as college graduates. These factors gave the

parents insight into the importance of factors affecting students' behavior and are more likely to support these guidelines. These are major factors to be considered, but other factors must also be considered such as growth and development, family income, and social event that each learner has.

The degree of compliance of nursing students to the disciplinary policies and procedures revealed that several of nursing students did not attend every class and clinical duty on time, cheated during examination in any form and considered plagiarism, smoked while in the school premises or in the clinical area, did not follow the desired hair cut for male and desired hair bun for female and used school bus and school library improperly. Furthermore, the study showed that the least complied area among disciplinary policies and procedures is general behavior guidelines. Therefore, the nursing student must be informed of the accountability of their actions. If the student is displaying inappropriate behavior, it is best to provide immediate sanctions in accordance with the student handbook to ensure a safe and healthy environment for everyone in the institution.

There are significant differences in the degree of compliance of nursing students to the disciplinary policies and procedures when grouped according to nursing students' profile. In terms of gender, the study showed that the more female nursing students, the more possible compliance to disciplinary policies and procedures. In terms of year level in college, it revealed that the lowest degree of compliance among three-year levels are "third-year nursing students" as they are already familiar with the surrounding of the college as it increases their disobedience. In terms of the highest educational attainment of the parents, it indicated that well-educated parents are more likely to clearly understand the grounds for an act of non-compliance on the said school rules. Both nursing students and nursing faculty members agreed that students in the college of nursing are expected to observe, understand, and follow the existing disciplinary policies and procedures written on the student handbook of their respective institution.

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