

# Perceived Benefits of Engaging in Continuing Professional Development among Nurses in Bontoc, Mountain Province

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## ABSTRACT

**Background and Objective.** Professionals in the Philippines must finish compulsory Continuing Professional Development (CPD) units before renewing their registration ID card with the Professional Regulation Commission (PRC). CPD has always been significant in the field of nursing. It supports nurses and other healthcare professionals, and keeps them informed about their professional development so they may provide the best care possible for patients. This study sought to engage how nurses in Bontoc, Mountain Province would benefit in continuing professional development in terms of their professional growth, increase in income, network building, and improvement of personal capabilities.

**Methods.** This study used a quantitative descriptive study design using simple random probability sampling method. Descriptive analysis was used to characterize study participants. A modified validated survey tool was used to collect data on the nurses' perceived CPD benefits. Data collection was done among 101 nurses employed in Bontoc General Hospital, Mountain Province State Polytechnic College, Bontoc Municipal Health Office, the Department of Education (DepEd) at Bontoc, from January to February 2022 through paper and pencil method. Nurses who did not consent to participate were excluded from the study. The UNP Ethics Review Committee reviewed the protocol and did not find any ethical inappropriateness with number 22-039. An F-test and a t-test were also conducted to determine the mean differences in perceived CPD benefits according to participants' demographic characteristics. All these statistical analysis steps were performed using the IBM Statistical Package for the Social Sciences (SPSS) version 20.

**Results.** The majority of the 101 respondents were between the ages of 30 and 39, and had 1 to 5 years of service. The overall mean of perceived CPD benefits was very high (3.40-3.58 mean rating), with career development having the highest mean rating at 3.58. This only implies that the respondents had a positive perception of CPD engagement, particularly with the favorable impact on their career development. T-test and F-test (ANOVA) were both pivotal in reaching the objectives of this study. Across the demographic characteristics of the respondents such as age, civil status, sex, highest educational attainment, length of service CPD units earned, and membership to organization, there was no significant difference found in the level of perceived benefits of engaging in continuing professional development across demographic characteristics. Each demographic factors gained a p-value greater than 0.05. Statistically, a p-value greater than 5% level of significance would result to failing to reject the null hypothesis.

**Conclusion.** Given the foregoing results, the number of credit units obtained can be used to forecast how CPD will help nurses grow in their careers. To reap



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significant advantages and increases in career mobility and income, as well as, to some extent, the development of professional networks and personal capacities, nurses should take advantage of expanding best practice involvement and pertinent CPD engagements. It has been discovered that CPD resources, activities, and programs have an impact on professional development. It is recommended that there be support from both the government and employers to promote CPD for nurses throughout their entire nursing careers. Earning CPD units can help nurses build their confidence and elevate their status in the workplace, increasing their chances of getting promoted.

*Keywords: continuing professional development, nurses, career development*

## INTRODUCTION

Before renewing their Professional Regulation Commission (PRC) registration ID card, professionals in the Philippines are required to complete the mandated Continuing Professional Development (CPD) units. Republic Act No. 10912 (RA 10912), also known as the "Continuing Professional Development Act of 2016", is a law that mandates CPD as the obligatory prerequisite for the renewal of a Professional Identification Card.<sup>1</sup> The CPD act, or RA 10912, was fully implemented on March 15, 2017, upon the effectivity of PRC Resolution No. 1032, or the Implementing Rules and Regulations (IRR) of RA 10912.<sup>2</sup> In pursuit of Resolution No. 10, s. in 2017 of the Professional Regulatory Board of Nursing, 45 credit CPD units are required for nurses before renewal of a 3-year valid registration card provided by accredited CPD providers. For nurses who participated in non-CPD- accredited providers, they must collate all activities they have undergone or attended and apply to the CPD council for determining credit points. The CPD council will convert activities provided by non-CPD- accredited providers into CPD credit units, and the nurses will be eligible with certification of credit units earned.

CPD has always been important in the nursing profession. It helps the nurses as well as other healthcare professionals and keeps them up-to-date with their professional growth so they can deliver the best care to clients. Furthermore, the eventual result of a considerate CPD is that it guards the general wellbeing of the populace, the employer, the clients, and his or her professional career. The goal of the CPD program is to benefit nurses and promote patient safety because of the quality and updated healthcare services provided by nurses who are undergoing CPD.

Nurses are among the largest groups of health professionals in the Philippines. As the health care system is constantly changing, CPD is needed to upgrade nurses' skills and competence in their practice. As nursing is a regulated profession, nurses are mandated to constantly update their

knowledge and skills through the CPD program to ensure up-to-date nursing practice and deliver the best healthcare services. The need to keep updated professionally is becoming critically important because it ensures high-quality nursing care. To deliver safe and effective healthcare, CPD is needed.<sup>3</sup> It was pointed out that there is a difference between nurses that perform routine functions and nurses with a clear vision of the nature and significance of their nursing profession, and their tasks and responsibilities professionally.<sup>4</sup> Whether or not CPD is beneficial, perceived benefits need to be assessed among nurses.

The participation of nurses in CPD is due to various reasons. First, it was shown by a Dutch study that CPD is vital because nursing practice should be within the bounds of legality as reflected in working with other healthcare providers and daily work evaluation.<sup>4</sup> Second, nurses in other countries such as the United States of America (USA) and the United Kingdom (UK) need CPD to meet the requirements for the renewal of their registration. Third, nurses in Australia are mandated to be professionally responsible to remain competent and guided by codes of professional conduct.<sup>5</sup> Fourth, a study in the Netherlands found several factors that motivate Dutch nurses to participate in CPD. It was found that nurses were motivated to have CPD for registration purposes, when the CPD is attractive in the nursing profession such as decreased workload and gaining personal development, to change the mentality among nurses as they were defined as 'caretakers' and less focused on their personal development, opportunities for learning for the workforce, if managers are role models that show leadership with a clear vision to create the cultural condition for CPD and enhance the CPD effectiveness, and if CPD offers demand-focused and supply-driven learning programs.<sup>6</sup> Lastly, a study in Kenya revealed that nurses participate in CPD to gain an added qualification, and curriculum vitae improvement, to be abreast with new health advances, to progress in their career, to build networks with other fellow nurses, and to be ready in providing mentorship to new incoming nurses and nursing students.<sup>7</sup>

However, some Filipino nurses were found to be unaware of CPD and its benefits to their professional practice. Based on the gathered literature, there were barriers noted in the non-participation of Filipino nurses to have CPD. This includes personal payment of the training fee to obtain CPD units, the training venue being inaccessible to nurses from the provinces, limited providers of training, and low salaries.<sup>8</sup> To date, low salaries among practicing nurses remain one of the major issues in the country.<sup>9</sup> These factors seem to be barriers to having CPD among nurses in the Philippines.

This study aimed to determine the perceived benefits of the CPD program among nurses in Bontoc, Mountain Province, in terms of career development, financial income improvement, network development, and enhancement of individual competencies. Also, this study aimed to identify whether the perceived benefits of CPD units earned by the

nurses are significantly different when grouped according to their demographic characteristics.

With these objectives, assessing the perceived benefits of CPD among practicing nurses is vital to have a basis for promoting the program. The findings from this study will contribute to the body of knowledge related to CPD from the perspective of nurses in government and private institutions as well as from the academy. The results of this survey can also be used as a basis for developing strategies for promoting the CPD program in the municipality and the province as a whole. When CPD promotion strategies are implemented, professional nurses will be motivated to participate in gaining CPD units that will pave the way to quality and up-to-date healthcare practice provided to clients and patients in the workplace.

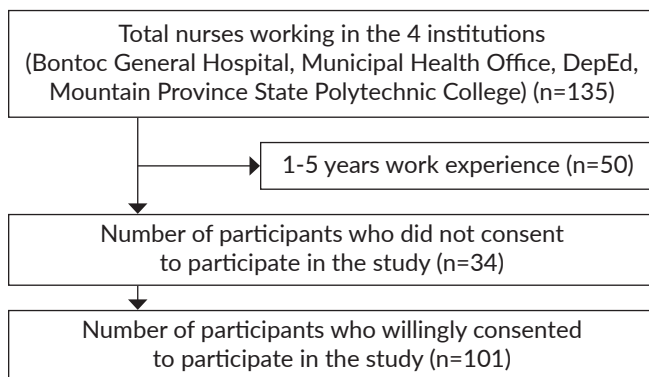
**METHODS**

**Research Design**

This study has a quantitative descriptive design. Descriptive research design gives a natural presentation of situations. Also, descriptive research gathers quantifiable information that can be used for statistical inference to the target audience through data analysis. There was no manipulation of independent variables investigated, no random allocation of participants into groups, and the outcome variable was compared across the independent variables. A quantitative study design using descriptive statistics was employed to ensure high levels of reliability of the data to be gathered.

**Population and Sample**

The participants in this study are nurses who are currently employed in government institutions such as Bontoc General Hospital, Mountain Province State Polytechnic College, Bontoc Municipal Health Office, and the Department of Education (DepEd) at Bontoc, Mountain Province. Registered nurses at the four chosen institutions who were willing to offer individual consent for participation were invited to participate in this study. Nurses who did not consent to participate were excluded from the study. Nurses from the



**Figure 1.** Flowchart for participant inclusion and exclusion.

**Table 1.** Likert Scale Descriptive Interpretation

Scale	Numerical Scale	Descriptive Interpretation
4	3.50 – 4.0	Strongly Agree/Very High
3	2.50 – 3.49	Agree/High
2	1.50 – 2.49	Disagree/Low
1	1.0 – 1.49	Strongly Disagree/Very Low

specified institutions were all eligible. They were invited to take part in this research.

Using Slovin’s formula with 5% level of significance, there were 101 nurse participants from a population of 135 nurses from the four institutions in the municipality of Bontoc (Figure 1). The calculation of sample size was necessary because this study used a simple random sampling technique. A random sample is a probability sampled participants that were selected based on population characteristics and the study goal. Simple random sampling was selected because it is a better approach to matching the sample and objectives of this study, thus improving the rigor and trustworthiness of the data and the results.<sup>10</sup> A simple random sample is a subset of the population wherein there is an equal chance to every member of the subset to be chosen as respondent. It is highly used in quantitative research to avoid bias and unnecessary judgment. There was no conflict of interest in the conduct of the study.

**Data Gathering Instrument**

The research instrument utilized was a survey tool used in the study by Tan<sup>11</sup> with slight modifications. Permission from Mr. Tan was sought. In the modified survey tool, civil status, highest educational attainment, sources of CPD units earned, and membership in a professional organization were included. This instrument was validated by a pool of experts based on the standards of suitability, clarity, consistency, and achievement of the study purpose. This adopted instrument contained information based on the appropriateness of the criteria, clarity, consistency, and realization of the study purpose. This study hypothesized that there was a significant difference in CPD units gained among nurses related to the development of career, income, professional network, and professional competencies when analyzed according to grouping based on demographic profile.

The survey was divided into two parts. Part 1 dealt with the respondent’s demographic profile, and Part II dealt with the perceived benefits of CPD on nurses, including career development, financial income improvement, professional network development, and personal competency enhancement. The instrument used a Likert-scale type of response where participants chose a given question in the survey tool. The responses on the scale were in numbers, wherein 1 is for strongly disagree, 2 for disagree, 3 for agree, and 4 for strongly agree responses. Table 1 presents the numerical scale and descriptive interpretation of the Likert Scale.

## Data Collection

After ethical clearance was obtained from the University of the Northern Philippines Institutional Review Board, the survey tool was pilot tested with at least 10 nurses working at Bontoc, Mountain Province. Pilot testing is a valuable component of survey-type of research because it enables the researcher to reflect and revise the instrument before potential errors multiply in the later part of the research inquiry.<sup>12</sup> Once the survey tool has been finalized, the researcher conducted courtesy calls to the selected agencies to obtain approval for the conduct of data collection. The participation of the respondents was purely voluntary, and participants provided signed informed consent before data collection. Throughout the field data collection that happened from the months of January to February, 2022, minimum health protocols were followed and were strictly guided by the regulations of the COVID-19 Interagency Task Force (IATF) and the local government unit of Bontoc, Mountain Province. The wearing of a mask and face shield, body temperature monitoring, use of sanitizing solution, and physical distancing were among the minimum safety and health protocols that were followed during the conduct of the study. Inviting participants was done one at a time to avoid a crowded setting. An open space or a safer venue inside every institution was requested for the participants to participate in the study. The data were gathered through paper-and-pencil method. The survey instruments were distributed to the nurses in the municipality of Bontoc. Data were gathered, collected, tabulated, and arranged for the purpose of statistical analysis. During data collection, there was no inappropriate influence on respondents that could have jeopardized research participation or compliance. The UNP Ethics Review Committee reviewed the protocol and did not find any ethical inappropriateness with number 22-039.

## Data Analysis

Descriptive statistics was used to characterize the study participants. The mean was used to assess the level of perceived effects of CPD units earned on professional development in their careers, financial income improvement, professional network development, and professional competency enhancement among the study participants. Lastly, the F-test (ANOVA) and t-test were used to determine the differences in the perception of the participants on the perceived effects of the CPD units earned when grouped according to their demographic profile. Both statistical instruments are useful in determining significant differences between variables. A t-test was used if there are two variables involved. In cases where there are three or more variables at stake, the F-test (ANOVA) was taken into account. All these statistical analysis steps were performed using the IBM Statistical Package for the Social Sciences (SPSS) version 20.

## RESULTS

### Characteristics of the Respondents

Out of 135 nurses in Bontoc, a total of 101 respondents participated in this study. The majority of the respondents ( $n = 57$ ) were from the Bontoc General Hospital, 25 were from Mountain Province State Polytechnic College, 12 were from the Bontoc Municipal Health Office, and 7 were from the Department of Education-Bontoc. All the respondents were full-time nurses. Half of the respondents served for 1–5 years in their workplaces.

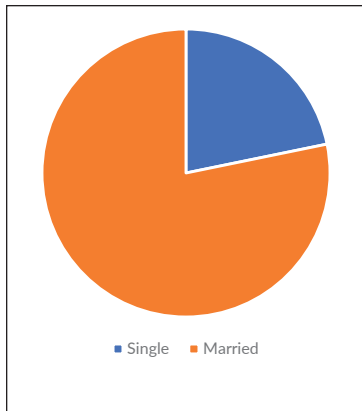
The great majority of respondents (78.22%) are married, while 21.78% are not (Figure 2). A great percentage of respondents (47.52%) are between the ages of 30 and 39, with the smallest proportion (7.92%) being 50 and older (Figure 3). The vast majority of respondents (79.21%) are females, with males accounting for 20.79% (Figure 4). The majority of participants (59.41%) are Bachelor of Nursing graduates without a master's degree, and 40.59% completed their master's degree (Figure 5). The majority of respondents (47.53%) are members of at least one professional group, whereas the minority (4.95%) are not members of any professional organization (Figure 6). The majority of respondents (92.08%) gained their CPD units by attending conferences, seminars, or formal courses, whereas 2.97% got their CPD units via publishing or writing articles (Figure 7).

### Level of the Perceived Effects of CPD Program among Nurses

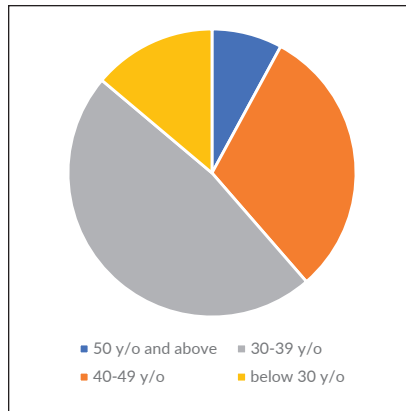
The overall level of perceived effects of the CPD program among nurses in terms of career development is "Very High" as evident by the overall mean rating of 3.58. It is further evident that the respondents "Strongly Agree" on all items of the scale. They "Strongly Agree" on the item that the CPD program helped them get promoted in the company or institution ( $x = 3.71$ ), which attained the highest item mean; while they also "Strongly Agree" on the item that the CPD program provided them to qualify for a better position in the company or institution ( $x = 3.48$ ), which attained the lowest item mean. Table 2 presents the mean and descriptive ratings of the perceived effects of the CPD program among nurses.

The overall level of perceived effects of the CPD program among nurses in terms of financial income is "Very High" with an overall computed mean of 3.40. The highest mean of 3.50 was rated on the item helping to increase their earnings, salaries, and benefits. On the other hand, increasing their professional fees was rated by the respondents with the lowest mean of 3.35. Both items were rated as "Strongly Agree".

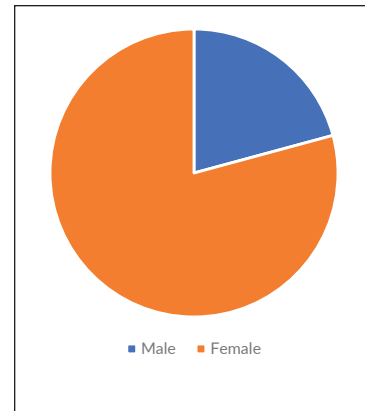
Also, the overall level of perceived effects of the CPD program among nurses in terms of the development of networks is "Very High" as seen by the overall mean rating of 3.41. Furthermore, the respondents "Strongly Agree" on all of the scale's items. They "Strongly Agree" on the item that helped them build business partnerships ( $x = 3.50$ ), which



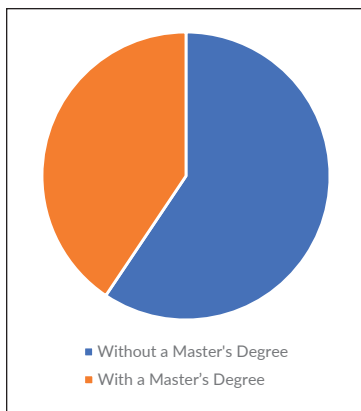
**Figure 2.** Demographic profile of the respondents in terms of civil status.



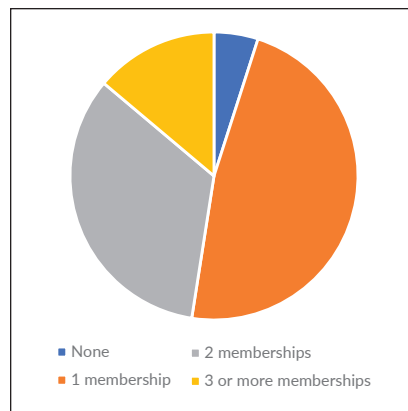
**Figure 3.** Demographic profile of the respondents in terms of age.



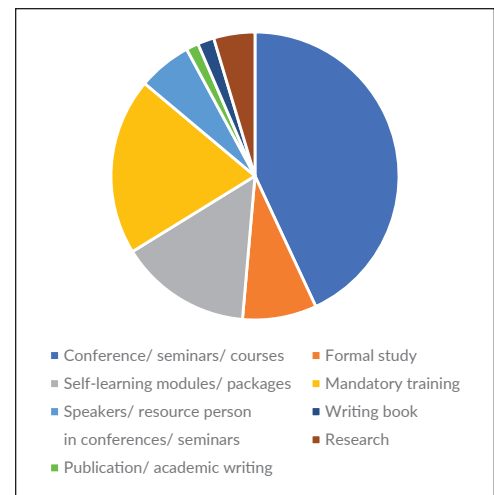
**Figure 4.** Demographic profile of the respondents in terms of sex.



**Figure 5.** Demographic profile of the respondents in terms of highest educational attainment.



**Figure 6.** Demographic profile of the respondents in terms of membership in a professional organization.



**Figure 7.** Demographic profile of the respondents in terms of source of CPD activities participated.  
\*with multiple responses.

attained the highest item mean, while they also "Strongly Agree" on the item that reconnected them to old colleagues and/or co-workers and employees ( $x = 3.29$ ), which attained the lowest item mean.

Moreover, it reveals that the respondents' level of perceived effect of the CPD program on the enhancement of personal competencies is "Very High" with a computed overall mean of 3.52. The highest mean of 3.57 was rated on the item "improved my interpersonal skills", while the lowest mean of 3.46 was rated on the item "helped me gain self-confidence".

The level of perceived effects of the CPD program among nurses is "Very High" as manifested by the overall mean rating of 3.48. The respondents have very high regard for all indicators of the CPD program in terms of Career and Development ( $x = 3.58$ ), Enhancement of Personal

Competencies ( $x = 3.52$ ), Development of Networks ( $x = 3.41$ ), and Improvement of Financial Income ( $x = 3.40$ ). This result means that the CPD program is perceived to be beneficial in different aspects of nurses' lives, be it personal or professional. While the CPD Program intends to provide up-to-date knowledge and skills to professionals, its effects go beyond the enhancement of their competencies.

However, it was found that the difference in the level of perceived effects of the CPD program when grouped according to their socio-demographic characteristics was not significant (Table 3). Since all of the demographic factors together with the perceived effects gained a p-value greater than 5% level of significance, the researcher fails to reject the null hypothesis. Therefore, no significant difference was found in the level of perceived benefits of continuing professional development across demographic characteristics.

**Table 2.** Level of the Perceived Effects of the CPD Program among Nurses

Items	Mean	Descriptive Rating
<b>Career Development</b>		
1. Helped me get promoted in the company/institution	3.71	Strongly Agree
2. It is a way for me to qualify for a better position in the institution	3.48	Strongly Agree
3. Allowed me to assume greater responsibility in the institution	3.59	Strongly Agree
4. Expedited my application for a better-assigned job in the institution	3.67	Strongly Agree
5. Afforded me career options within and/or outside the institution	3.54	Strongly Agree
6. Helped improve my qualifications for employment overseas	3.50	Strongly Agree
<b>Overall</b>	<b>3.58</b>	<b>Strongly Agree</b>
<b>Improvement of Financial Income</b>		
1. Helped grow my earnings, salaries, and benefits	3.50	Strongly Agree
2. Opened breaks for me to do consultancy works	3.41	Strongly Agree
3. Increased my professional fees	3.35	Strongly Agree
4. Made me attractive to prospective livelihood sources	3.38	Strongly Agree
5. Helped me progress income flow	3.37	Strongly Agree
6. Increased the number of my clients/patients	3.39	Strongly Agree
<b>Overall</b>	<b>3.40</b>	<b>Strongly Agree</b>
<b>Development of Networks</b>		
1. Widened my professional contacts	3.43	Strongly Agree
2. Helped me build a business partnership	3.50	Strongly Agree
3. Increased the quantity of my client/patient referrals	3.42	Strongly Agree
4. Permitted me to be a member and/or officer of professional organizations	3.41	Strongly Agree
5. Relinked me to old colleagues and/or coworkers and employees	3.29	Strongly Agree
6. Permitted me to learn would-be mentees and advisees	3.43	Strongly Agree
<b>Overall</b>	<b>3.41</b>	<b>Strongly Agree</b>
<b>Enhancement of Personal Competencies</b>		
1. Helped me obtain and grow new information and/or skills	3.56	Strongly Agree
2. Made me more productive professionally	3.52	Strongly Agree
3. Helped me gain self-confidence	3.46	Strongly Agree
4. Improved my leadership and/ or management style	3.52	Strongly Agree
5. Developed my commitment to life-long learning	3.48	Strongly Agree
6. Improved my interpersonal skills	3.57	Strongly Agree
<b>Overall</b>	<b>3.52</b>	<b>Strongly Agree</b>

**Table 3.** Difference in Perceived Effects of CPD Units Earned by the Nurses when Grouped according to their Demographic Characteristics

Demographic Factors	Type of Test Used	Test Statistics	p-value
<b>Age</b>	F-test	0.314	0.815
<b>Civil Status</b>	t-test	-0.716	0.479
<b>Sex</b>	t-test	1.406	0.166
<b>Highest Educational Attainment</b>	t-test	1.072	0.287
<b>Length of Service</b>	F-test	0.968	0.411
<b>CPD Units earned</b>	F-test	0.517	0.672
Conference/ seminars/ courses	t-test	-0.976	0.355
Formal study	t-test	0.494	0.625
Self-learning modules/ packages	t-test	-0.719	0.474
Mandatory training	t-test	-0.836	0.405
Speakers/ resource person in conferences/ seminars	t-test	0.811	0.429
Publication/ academic writing	t-test	2.668	0.107
Writing book	t-test	0.448	0.228
Research	t-test	0.187	0.855
<b>Membership to Organization</b>	F-test	1.918	0.132

In summary, T-test and F-test (ANOVA) were both pivotal in reaching the objectives of this study. Across the demographic characteristics of the respondents such as age, civil status, sex, highest educational attainment, length of service, CPD units earned, and membership to organization, there was no significant difference found in the level of perceived benefits of engaging in continuing professional development. Each demographic factor gained a p-value greater than 0.05. Statistically, a p-value greater than 5% level of significance would result to failing to reject the null hypothesis.

## DISCUSSION

To render nursing care of quality and address the constantly changing healthcare needs in communities, the World Health Organization (WHO) suggests healthcare workers be dedicated lifelong learners in updating their knowledge, skills, values, attitude, and professional practice. In the CPD program, all activities that healthcare providers undertake deal with maintaining, updating, developing, and enhancing professional skills, knowledge, and attitudes. CPD has been recognized by professionals as a way to regularly improve basic professional education globally.<sup>13</sup> The healthcare system was challenged to ensure updated services and practices through globalization, advances in technology, patient safety, and climate change. As nurses are among the largest group of health professionals worldwide, it is therefore recommended that nurses partake in CPD to develop skills and competencies, and remain abreast of their professional practice.<sup>13</sup>

The findings of this study imply that CPD programs can help nurses advance in their careers. With the knowledge and/or skills they have attained through these CPD programs, nurses can be promoted to positions that require such knowledge or skills. CPD is essential for all nurses to enrich and refine the professional knowledge, skills, and ethics earned at the time of qualification for a higher position. It is a medium for nurses' career progression. With the knowledge and/or skills they have attained through these CPD programs, nurses can be promoted to positions that require such knowledge or skills. There was a growing fear that CPD programs may not be translated into a new development of professional practices.<sup>14</sup> However, some nurses believed that learning through CPD increased their chances of progressing in their careers and that their anxieties at work were reduced because of enhanced knowledge. According to research conducted in Kenya, nurses regarded CPD as a method to gain more qualifications and improve their curriculum vitae (CV).<sup>7</sup>

The "Very High" rating of nurses on the impact of CPD on their financial income means that the CPD program is a way for nurses to improve their financial income secondary to their career progression. Human capital is a significant driver of income and wealth differences. The human capital model, in contrast to the behavioral model, proposes productive

skills and not individual characteristics that determine economic returns and prosperity. Furthermore, professionals who invest in training and developmental courses will have higher chances to get promoted and increase finances.<sup>15</sup> CPD boosts the eligibility and professional worth of nurses, which usually translates to increased compensation and commercial prospects. Salary increases and demands are frequently driven by and dependent on the skills and competencies that CPD provides. Gaining CPD units is a financial burden for nurses. This is one of the main reasons why nurses are demotivated to have CPD.<sup>16</sup> Nurses are encouraged to learn continually if they feel supported. A study in China showed that nurses who gained CPD units, particularly those finishing a master's degree, had good or excellent capability in conducting research.<sup>17</sup> This may give them additional cash grants for studies they are conducting and may lead them to a promotion that could increase their salary for their research publications.

Nurses perceived CPD as highly beneficial for developing networks. This means that the CPD programs are beneficial for nurses to network with their co-nurses and other health professionals. Furthermore, this study demonstrates the efficiency of CPD in professional network development. A network is a prudently established and interrelated web of professional connections that provide each other with shared benefits, including valuable evidence and insights for the execution of efficient work and furthering their careers. Typical improvements in having connections and professional acquaintances included access to industry leads, potential corporate partnerships, and chances for mentoring and coaching relationships. Mentoring provided career and psychosocial support. CPD was viewed as a way to start a network with colleagues.<sup>18</sup> When there is network development, inter-professional collaboration improvement will be realized, wherein new nursing technological ideas could be directly applied to practice.<sup>19</sup> It was found that CPD leads to the development of social capital and promotes teamwork among healthcare providers, which enables them to access additional support systems.<sup>20</sup> Assessing whether nurses view CPD as a means of building networks could help administrators encourage their nurses to participate in CPD-related activities.

Nurses perceived CPD as a way to enhance personal competencies. This means that the respondents are amenable to the idea that, through CPD, they can acquire and develop new knowledge and skills; make them more productive professionals; help them gain self-confidence; can improve their leadership and/or management style; develop their commitment to life-long learning; and can improve their interpersonal skills. Most studies showed that nurses believed CPD enhances and updates their competence in providing healthcare and in mentoring colleagues hence needed to be supported by all stakeholders.<sup>19</sup> Given that nursing practice has become more evidence-based, CPD was seen as crucial for boosting and up- or reskilling, as well as maintaining knowledge and up-to-date skills.<sup>21</sup> Personal competence is

the result of a well-defined, targeted, and sustained personal development program that increases self-awareness and identity, develops abilities and potentials, improves the quality of life, and contributes to the fulfillment of ambitions and aspirations.<sup>15</sup> In the nursing profession, personal competence is a self-awareness ability that guides the nurse in the communication processes with the patient which promotes a healing environment. Self-awareness is regarded as a personal competence among nurses that improves nursing care by having a therapeutic nurse-client relationship.<sup>22</sup> Through CPD, competency is developed as it helps nurses reflect on their practices because continuing education provides nurses with an environment to assess how they evaluate patient care and what their strengths and weaknesses are. Individuals are encouraged to take more responsibility for their growth by using competency frameworks to better utilize scarce training.<sup>23</sup>

It was found that there was no significant difference in the level of perceived benefits of the CPD program among the respondents when grouped based on their demographic characteristics. This means that regardless of their profile, nurses have more or less the same level of perceived benefits from the CPD program. This could also be attributed to the homogeneity of their responses since all of them strongly agree on the different dimensions of the CPD program, which is essential in the practice of their profession. CPD programs seek to increase healthcare workers' knowledge and competencies regarding current standards as well as the skills required to offer expert healthcare services to their patients.<sup>3</sup>

### Limitation

The study's main limitation was only the registered nurses working in the government institutions such as Bontoc General Hospital, Mountain Province State Polytechnic College, Rural Health Unit, and the Department of Education within the municipality of Bontoc, Mountain Province were included in the study. Therefore, the findings may not represent the perceived benefits of engaging in Continuing Professional Development of all nurses in the country.

### CONCLUSION

Given the foregoing results, the number of credit units obtained can be used to forecast how CPD will help nurses grow in their careers. To reap significant advantages and increases in career mobility and income, as well as, to some extent, the development of professional networks and personal capacities, nurses should take advantage of expanding best practice involvement and pertinent CPD engagements. It has been discovered that CPD resources, activities, and programs have an impact on professional development. Employers must also encourage nurses to participate actively in CPD, especially among young professionals. Through CPD, nurses can learn the values and skills essential to their effectiveness and the efficiency of their companies. Assessing

a nurse's commitment to and excitement for upholding competence and competitiveness in the field can be done with the help of CPD. Despite its inherent limitations, CPD is dedicated to upholding and strengthening the public's confidence in exceptional, knowledgeable, and high-quality nursing care. The CPD is essential to ensuring that Filipino healthcare professionals are capable of integrating and participating in all healthcare settings, are globally competitive, and are empowered. In return, the Philippines will gain from the societal advantages and contributions of these healthcare professionals, which will advance economic growth, globalization, and community engagement through healthcare mobility among healthcare professionals. Overall, the study's nurses are adamant that continuing professional development improves their ability to execute their jobs. In order for the younger and older nurses to function at higher levels, it is necessary to determine what will have a beneficial impact on their performance.

It is recommended that there be support from both the government and employers to promote CPD for nurses throughout their entire nursing careers. Earning CPD units can help nurses build their confidence and elevate their status in the workplace, increasing their chances of getting promoted. This will allow them to keep improving their knowledge and abilities in the sector they have chosen. Furthermore, to help nurses execute their jobs more effectively, the Philippine government must promote and support programs for ongoing professional development that are aligned with their needs and expectations. Since CPD units can be a way for nurses to improve their own competence, it is strongly advised that their particular organizations design a professional development program with enough funding for their staff. Moreover, the development program should be granted to all employees without any bias in its implementation, regardless of their age, length of service, and others. To cross-validate and strengthen the validity of the data obtained through the research instrument employed in this study and its likely link with other research constructs, other investigations on the perceived benefits of CPD units acquired may be carried out in other Cordillera provinces. Future researchers are urged to carry out a thorough analysis using triangulation and immersion approaches, along with variables that have a substantial impact on the variables taken into consideration in this research study.

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Both authors certified fulfillment of ICMJE authorship criteria.

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