Mental Health, Job Satisfaction, and Job Performance of Rural Health Nurses: Basis for a Workplace Wellness and Productivity Enhancement Program

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Abstract:
Mental health, job satisfaction, and job performance are essential factors in maintaining a productive and resilient healthcare workforce, especially among rural health nurses who often face unique professional challenges. This study assessed the mental health status, job satisfaction, and job performance of 72 rural health nurses and examined their interrelationships as a basis for designing a workplace wellness and productivity enhancement program. Utilizing a quantitative descriptive-correlational research design, data were collected through structured questionnaires and analyzed using descriptive and inferential statistics. The findings revealed that the mental health status of rural nurses was generally average, with notable strengths in work-life balance and coping mechanisms, and minimal indications of anxiety or depression. Job satisfaction was rated high, particularly in areas such as supportive leadership, collegiality, and a positive work environment, although satisfaction with compensation remained moderate. Job performance also received high ratings, especially in patient care quality and task efficiency. A significant positive correlation was found between mental health and job satisfaction, suggesting that nurses with better mental health tended to be more satisfied with their jobs; however, no significant correlation was found between mental health and job performance, indicating that nurses were able to maintain strong performance levels regardless of mental health fluctuations. These findings highlight the importance of supporting the mental well-being of rural nurses to enhance job satisfaction and sustain quality healthcare delivery. The study recommends the development of targeted wellness initiatives, improved compensation structures, and strengthened institutional support to promote the overall well-being and productivity of rural health professionals.

Keywords: mental health, job satisfaction, job performance, rural health nurses, workplace wellness, stress management.

INTRODUCTION

The rural community's health largely relies on the dedication and delivery of rural health nurses. In geographically remote and underserved areas, they tend to be the main caregivers for patients. Nevertheless, they conduct their functions under difficult conditions. Limited manpower, professional seclusion, and higher workloads are some of the prevalent challenges that can impact not just their job satisfaction but also their mental well-being and general performance. Stress, burnout, and anxiety can hinder their capacity for delivering safe, empathetic, and effective care. Conversely, when nurses attain satisfaction in their jobs, they tend to remain motivated, dedicated, and efficacious in their practice.

Knowledge of the interaction between job performance, job satisfaction, and mental health is vital in fostering rural health nurses' well-being as well as enhancing the quality of healthcare delivery. The environment of work has a significant role in influencing the experiences and performance of nurses. As per the National Academies of Sciences, Engineering, and Medicine (2021), it is imperative to enhance the workplace and

address health equity among nurses to improve the quality of care given. A healthy environment at work enhances the emotional, physical, and psychological health of nurses. This further enhances job satisfaction and performance. There is research that indicates that unhealthy working conditions are responsible for dissatisfaction, stress, and burnout. In contrast, positive environments correlate with greater performance and satisfaction. Factors such as equitable compensation, supportive relationships, and reasonable workloads are highly correlated with better outcomes in healthcare (Zaydan et al., 2021). In addition, meeting the mental and physical health demands of nurses has been found to decrease stress and burnout, thus contributing to overall better performance (Miller and Quintela, 2024).

While there is increasing awareness of the role mental health plays in professional performance in the nursing profession, there is minimal specific research that addresses the interconnection among mental health, job satisfaction, and job performance in rural environments. While prior research has investigated these constructs separately or in urban and institutional healthcare settings, rural nurses experience distinctive issues warranting examination. The restricted availability of facilities, increased patient loads, and professional solitude can influence how these three factors interact. To date, no in-depth study exists in the Philippines that has investigated this link specifically among rural health nurses. The absence thus underscores the necessity of localized research that can guide the creation of applicable wellness and productivity interventions appropriate for rural healthcare situations.

This research seeks to investigate the health status of rural health nurses and how that would be connected to performance at work. It attempts to measure their mental health in emotional, physical, as well as psychological aspects. This research also seeks to gauge the extent of job satisfaction and performance based on certain areas, which include technical competency, leadership, communication, as well as productivity. In addition, it investigates whether there are significant associations between mental health and work performance, and between work satisfaction and performance. The findings of this research will serve as a basis for a workplace productivity and well-being promotion program that addresses the unique needs of rural health nurses.

METHODS
Research Design
This study used a descriptive-correlational design to examine the relationship between mental health, job satisfaction, and job performance among rural health nurses. The descriptive aspect provided a clear profile of the participants' mental health and work experiences, while the correlational component explored potential links among the variables without manipulating them. As Creswell (2018) notes, this approach is effective for capturing real-world conditions and identifying natural associations, making it suitable for analyzing how mental health interacts with job satisfaction and performance in rural healthcare settings.

Research Setting
This study was conducted in Zamboanga del Sur, a largely rural province in the Zamboanga Peninsula, Philippines, where limited access to healthcare and resources presents unique challenges. The focus was on Rural Health Units (RHUs), which serve as the primary providers of basic healthcare services in areas where hospitals are less accessible. Studying nurses in this context is vital, as rural settings often involve heavier workloads, limited staffing, and emotional demands that impact nurses' mental health, job satisfaction, and performance. By centering on RHUs in Zamboanga del Sur, the research offers a contextual understanding of rural nursing realities and aims to inform the development of a Workplace Wellness and Productivity Enhancement Program tailored to the needs of rural healthcare workers.

Research Respondents
The respondents were all nurses assigned to Rural Health Units (RHUs) across various cities and municipalities in Zamboanga del Sur. Using 100% enumeration, the study included the entire RHU nursing population to ensure a comprehensive and accurate representation of their mental health, job satisfaction, and job performance.

Research Instrument

The study used a structured survey questionnaire as its primary instrument to assess the mental health, job satisfaction, and job performance of rural health nurses. It consisted of four parts: demographic profile, mental health status, job satisfaction, and job performance—each using Likert-scale items for quantitative analysis. The tool was designed based on relevant literature and expert input to ensure reliability and validity, with possible pilot testing and internal consistency checks like Cronbach's alpha. Its standardized format enabled efficient, confidential data collection and provided a solid basis for developing a Workplace Wellness and Productivity Enhancement Program tailored to rural nurses.

Validity of Instrument

The survey questionnaire underwent a thorough validation process to ensure it accurately measured mental health, job satisfaction, and job performance among rural health nurses. Content validity was established through expert review, with revisions made based on their feedback, while face validity was confirmed by a small group of nurses who assessed the questionnaire's clarity and simplicity. A pilot test was conducted with non-participants to identify and correct any issues. Reliability was confirmed through Cronbach's alpha, with a coefficient of 0.70 or higher indicating acceptable internal consistency. Factor analysis further supported the instrument's effectiveness in measuring the intended constructs.

Data-Gathering Procedure

Data collection began with securing approval from health authorities and facility administrators to ensure coordination and avoid disrupting nurses' duties. Participants were oriented on the study's purpose, confidentiality, and voluntary participation, with informed consent obtained. Questionnaires were distributed either in print or online, based on accessibility, and respondents were given sufficient time to complete them. The researcher was available to clarify any concerns. Completed questionnaires were reviewed for completeness, with unclear responses clarified or excluded. Data were then coded, securely stored, and prepared for analysis, ensuring both ethical integrity and accuracy in data collection.

Ethical Considerations

The study upheld strict ethical standards to protect participants' rights and welfare. Rural health nurses were fully informed about the study's purpose, procedures, potential risks, and benefits to ensure voluntary and informed participation. Anonymity was maintained through ID coding, and all data were securely stored (Polit & Beck, 2017). Participants were assured they could withdraw at any time without consequences, respecting their autonomy (Creswell, 2014). The study prioritized minimizing distress, promoting workplace wellness, and maintaining honesty and transparency throughout, ensuring both credibility and ethical integrity.

Data Analysis

Statistical methods were used to analyze the relationship between mental health, job satisfaction, and job performance among rural health nurses. Frequency counts and percentages described respondents' demographics, while arithmetic mean measured average responses on mental health, job satisfaction, and performance indicators. To examine the strength and direction of relationships between variables, Spearman's rank correlation coefficient (ρ) was used, appropriate for the ordinal data from Likert-scale responses. This combination of methods effectively revealed trends and correlations, supporting the development of a targeted Workplace Wellness and Productivity Enhancement Program.

RESULTS AND DISCUSSION

Table 1 - Demographic Profile of the Respondents

Profile	f	%
Age		
21–30 years old	26	36.11
31–40 years old	26	36.11
41–50 years old	15	20.83
51 years and above	5	6.95

Total	72	100
Sex		
Male	33	45.83
Female	35	48.61
Prefer not to say	4	5.56
Total	**72**	**100**
Years of Experience		
Less than 1 year	9	12.50
1-5 years	28	38.89
6-10 years	22	30.56
More than 10 years	13	18.05
Total	**72**	**100**

Table 1 presents a profile view of the respondents' demographics, which include their age, sex, and years of experience.

The majority of the rural health nurses are quite young, with the two largest groups falling between 21 to 30 years (36.11%) and 31 to 40 years (also 36.11%). There are fewer nurses in the older age groups, with approximately one-fifth of them (20.83%) aged between 41 and 50, and very few (6.95%) aged 51 and older. This implies that nurses in these rural communities are mostly made up of professionals who are in the early to middle years of their careers. From a gender perspective, the split is almost even, with females at 48.61% and males following closely at 45.83%. A minor number (5.56%) did not want to reveal their gender, which shows a polite regard for privacy. In terms of experience, most nurses have been working 1 to 5 years (38.89%), then those with 6 to 10 years of experience (30.56%). Approximately 18% possess more than a decade of experience, while 12.5% are newcomers to the field with fewer than one year of work experience. This combination implies an energetic staff with new ideas collaborating with mature experience.

Altogether, these groups describe a youthful, reasonably gender-balanced nursing staff actively contributing to rural healthcare. It is important to know this profile in order to plan professional development and support programs that suit the needs and resources of such healthcare professionals.

Table 2.1 - Mental Health Status of Rural Health Nurses In Terms of Stress Level

Indicators	Sd	Mean
1. My workload causes me frequent stress.	1.21	3.21
2. I feel mentally exhausted after work.	1.08	3.10
3. I struggle to manage stress effectively at work.	1.19	3.26
4. I experience physical symptoms (e.g., headaches, fatigue) due to work stress.	1.08	2.52
5. I find it difficult to relax after work.	1.04	2.53
Average Mean	**2.924 Average**	

Table 2.1 illuminates rural health nurses' mental health in terms of their stress level. With a general average score of 2.924, it indicates that these nurses face a certain level of stress in their line of work. This implies that stress isn't excessive, but it's certainly there and may affect their health and work performance if not addressed.

The highest concern among the nurses is reflected in the statement, "I struggle to manage stress effectively at work," which scored a mean of 3.26. This shows that even though their stress levels are moderate, many still find it challenging to cope with the pressure. This highlights a real need for support systems and interventions that help nurses build emotional strength and better stress management skills. On the other hand, the lowest score was on the statement about experiencing physical symptoms like headaches or fatigue due to stress, which came in at 2.52, falling into the "Low" category. Although physical symptoms aren't yet severe, their

presence is a reminder that ongoing attention and preventative care are necessary to keep these issues from worsening.

These findings confirm what Arunmozhi et al. (2018) reported in their research into village health nurses in rural villages, wherein stress tended to be caused by heavy workloads and emotional pressure. Although this study reveals only an average degree of stress, it further confirms that moderate stress alone can become a major issue without adequate coping mechanisms. Arunmozhi et al. also emphasized the necessity of focused interventions to enhance coping capacity, highlighting the need to facilitate the emotional preparedness and resilience of rural health workers to safeguard their overall well-being and working capacity.

Table 2.2 - Mental Health Status of Rural Health Nurses In Terms Of Anxiety and Depression Symptoms

Indicators	Sd	Mean
1. I frequently feel anxious about work responsibilities.	1.00	2.57
2. I experience persistent feelings of sadness or hopelessness due to my job.	1.28	1.80
3. I have difficulty concentrating on tasks due to anxiety or stress.	1.04	1.89
4. I feel emotionally drained by my work.	0.95	1.80
5. I would recommend this organization as a great place to work.	1.09	4.21
Average Mean		2.454 Low

Table 2.2 examines rural health nurses' mental health through symptoms of depression and anxiety. With a total average score of 2.454, which places it in the "Low" category, it implies that, overall, these nurses have manageable levels of depression and anxiety in relation to work. Though there are some mental health issues present, they do not typically seem to be of severe or substantially disruptive nature for the majority of nurses surveyed.

One of the most encouraging findings is the high score on the statement, "I would recommend this organization as a great place to work," which received a mean of 4.21, placing it in the "Very High" range. This reflects a strong sense of job satisfaction and loyalty among many nurses, which can act as a protective factor against stress and emotional fatigue. On the other hand, the lowest scores were seen in feelings of persistent sadness or hopelessness, and emotional exhaustion from work—both scoring 1.80, indicating a "Very Low" level of depressive symptoms. This shows that while some emotional strain exists, it is not a major concern for the majority.

These results indicate that despite rural health nurses being confronted with a number of stressors in their work, many have a healthy mental disposition. This resilience could be attributed to a positive organizational culture and high job satisfaction. To substantiate this, Waddell-Henowitch and others (2021) highlight that in spite of difficulties such as professional isolation, workload pressures, and resource constraints, rural health care workers have much to gain from excellent collegial support and teamwork. Such social and professional relationships are significant to ensure that the nurses remain emotionally resilient, emphasizing the need for developing a supportive work environment to safeguard mental health and enhance workforce retention.

Table 2.3 - Mental Health Status of Rural Health Nurses In Terms Of Coping Mechanisms

Indicators	Sd	Mean
1. I practice relaxation techniques (e.g., deep breathing, meditation) to cope with stress.	1.12	3.38
2. I seek emotional support from family, friends, or colleagues.	1.07	3.45
3. I engage in hobbies or activities outside work to manage stress.	1.15	3.40
4. I have access to professional mental health support when needed.	1.17	3.25
5. I effectively balance work challenges with personal life.	1.12	3.25
Average Mean		3.350 Average

Table 2.3 highlights the mental health status of rural health nurses by examining their coping mechanisms. With an overall mean score of 3.350, which falls within the "Average" range, it suggests that these nurses generally use moderate strategies to handle the stresses that come with their professional duties.

The highest-rated response was to the statement, "I seek emotional support from family, friends, or colleagues," scoring 3.45. This shows a strong reliance on personal relationships as a key way to cope. On the other hand, the lowest scores were for "I have access to professional mental health support when needed" and "I effectively balance work challenges with personal life," both with a mean of 3.25. Although these scores are still in the average range, they highlight important areas where support could be improved—namely, increasing access to professional mental health resources and helping nurses achieve better work-life balance.

These conclusions are consistent with Domingo et al. (2024), who emphasized the necessity of the improvement of coping abilities among healthcare providers, particularly in rural settings. Their study highlighted how social support and mental health care availability contribute importantly to decreasing work-related stress, further affirming the necessity of targeted interventions to enhance the wellness of rural nurses

Table 2.4 - Mental Health Status of Rural Health Nurses In Terms Of Work-Life Balance

Indicators	Sd	Mean
1. I have enough time to spend with my family and friends.	1.08	3.29
2. I can separate work responsibilities from personal life.	1.01	3.43
3. My work schedule allows me to maintain a healthy lifestyle.	0.90	3.25
4. I rarely take work-related stress home.	1.01	3.26
5. I am satisfied with my current work-life balance.	0.95	3.58
Average Mean	**3.364 Average**	

Table 2.4 indicates the rural health nurses' mental health in work-life balance. With a general mean score of 3.364, which comes under the "Average" category, it indicates that the nurses in general have a moderate balance between their work and personal life.

The highest-rated statement was "I am satisfied with my current work-life balance," which scored 3.58. This indicates that many nurses feel fairly content with how they manage their work and personal commitments. In contrast, the lowest-rated statement was "My work schedule allows me to maintain a healthy lifestyle," with a mean score of 3.25. Even though this still falls within the average range, it points to scheduling challenges that may make it harder for nurses to keep up with healthy habits outside of work.

These results are consistent with the research conducted by Chavez-Nicer and Faller (2024), which examined rural nurses working in a government hospital in Leyte. According to their findings, high workload and long hours of work tend to render it challenging for nurses to have a good work-life balance. They emphasized the need for institutional support, such as flexible working schedules and wellness programs, to enhance the overall quality of life among healthcare workers in rural settings.

Table 2.5 - Summary of the Mental Health Status of Rural Health Nurses

Components	Mean	Interpretation
Stress Levels	2.924	Average
Anxiety and Depression Symptoms	2.454	Low
Coping Mechanisms	3.350	Average
Work-Life Balance	3.364	Average
Average Mean	**3.023 Average**	

The table summarizes rural health nurses' mental health status. The overall average mean is 3.023, which is below the "Average" interpretation level. This means that, in general, rural health nurses have a moderate state of well-being mentally. Though they are not under severe distress, there is still room for improvement in their mental health and fostering greater uniformity in wellness.

Looking at the individual components, Work-Life Balance had the highest mean score at 3.364, followed closely by Coping Mechanisms at 3.350. Both fall within the "Average" category, suggesting that most nurses are able to manage their personal and professional roles while making use of strategies to handle stress effectively. Stress Levels also showed an average score of 2.924, indicating that stress is present but generally manageable. The lowest score was found in Anxiety and Depression Symptoms, with a mean of 2.454, interpreted as "Low." Although this is the lowest among all the indicators, it remains within a favorable range, suggesting that symptoms of anxiety and depression are not common among the respondents.

This is consistent with the research by Waddell-Henowitch et al. (2021), which identified how rural healthcare professionals develop resilience by engaging in supportive workplace relationships and successful coping mechanisms. This reaffirms the existing findings, such that while rural health nurses do experience mental illness, they are overall able to sustain their own well-being by means of the measures and support systems at their disposal.

Table 3.1 - Level of Job Satisfaction of Rural Health Nurses in terms of Work Environment

Indicators	Sd	Mean
1. My workplace provides a safe and comfortable work environment.	1.21	3.87
2. I have the necessary resources and equipment to perform my job effectively.	1.23	3.43
3. My workload is reasonable and manageable.	1.16	3.72
4. There is a positive and supportive atmosphere in my workplace.	1.19	3.61
5. I feel valued as a member of my healthcare team	1.25	3.40
Average Mean	**3.608 High**	

The figures in Table 3.1 indicate the degree of job satisfaction among rural health nurses with regard to their work environment. Overall average mean score is 3.608, which places it in the "High" category. This suggests that overall, the nurses are positive about their work environment and are generally satisfied with the conditions they work under.

Among the individual indicators, the highest mean score is for the statement, "My workplace provides a safe and comfortable work environment," with a score of 3.87. This highlights that nurses feel their physical workspace is both secure and suitable for the tasks they perform. Meanwhile, the lowest mean score was recorded for the statement, "I feel valued as a member of my healthcare team," which received a mean of 3.40. Although this is the lowest among the indicators, it still falls within a positive range, suggesting that most nurses do feel appreciated, though there may be opportunities to strengthen recognition and inclusion.

These results are consistent with previous research that underscores the role of a positive work climate in influencing job satisfaction. For example, Gaines (2024) indicated that nurses were more satisfied with their jobs when aspects of professional growth and specialty existed. Similarly, Silva (2024) established that an effective work-life balance plays a crucial role in job satisfaction and reduces turnover risks. Collectively, these studies affirm the necessity of developing healthy, supportive work environments to enable nurses to flourish and be committed to the profession.

Table 3.2 - Level of Job Satisfaction of Rural Health Nurses in terms of Compensation and Benefits

Indicators	Sd	Mean
1. My salary is fair and competitive based on my role and experience.	1.26	3.38
2. I receive adequate benefits (e.g., health insurance, paid leave).	1.24	3.23
3. I am satisfied with the financial incentives provided by my organization.	1.18	3.41
4. My employer provides timely and fair salary adjustments.	1.11	3.43
5. My benefits package supports my overall well-being.	1.31	3.20
Average Mean	**3.336 Average**	

The figures for Table 3.2 indicate the degree of job satisfaction among rural health nurses in terms of pay and benefits. The general average mean score is 3.336, which is in the "Average" category. This implies that

nurses are moderately satisfied with the pay and benefits they enjoy. Although they seem to be reasonably contented, there is definite room for enhancement here.

Among the specific items, the highest-rated statement is "My employer provides timely and fair salary adjustments," which received a mean score of 3.43. This indicates that nurses recognize and appreciate efforts to revise salaries in a fair and timely manner. The lowest-rated item is "My benefits package supports my overall well-being," with a mean score of 3.20. Although this is still within a generally positive range, it suggests that the current benefits may not fully meet the personal and health-related needs of all staff, signaling an opportunity for improvement.

These results are in line with more recent studies which emphasize the role of compensation and benefits in determining job satisfaction. Sultan (2023), for instance, discovered that pay and the general work environment greatly impact whether nurses report feeling satisfied in their jobs. Improving these, especially through competitive pay and comprehensive benefits, might result in better retention and greater motivation among rural health nurses.

Table 3.3 - Level of Job Satisfaction of Rural Health Nurses in terms of Career Growth Opportunities

Indicators	Sd	Mean
1. My organization provides opportunities for professional growth.	1.24	3.40
2. I receive adequate training and development opportunities.	1.13	3.45
3. My job allows me to advance in my career.	1.17	3.51
4. I am encouraged to pursue further education and certifications.	1.25	3.54
5. There are clear pathways for career advancement in my organization.	1.13	3.54
Average Mean	**3.492 High**	

The information in Table 3.3 shows the job satisfaction of rural health nurses concerning opportunities for career development. The overall average mean rating is 3.492, placing it under the category of "High." This means that the nurses tend to be satisfied with the prospects for career advancement and professional development within their working environment.

Among the specific indicators, the highest mean scores were shared by the statements "I am encouraged to pursue further education and certifications" and "There are clear pathways for career advancement in my organization," both receiving a score of 3.54. These results show that nurses feel well-supported in continuing their education and recognize structured routes for moving forward in their careers. The lowest mean score was for "My organization provides opportunities for professional growth," which received a score of 3.40. Although this is the lowest among the indicators, it still reflects a strong sense of satisfaction, suggesting that professional development opportunities are present and appreciated.

These results are also supported by previous studies that emphasize career development as key to increasing job satisfaction among nurses. As an example, Reyes and Conde (2017) found that when nurses experience movement along a career path, and are supported to pursue higher education, they experience increased job satisfaction and commitment to their work. Generally, rural health nurses perceive career development positively as a benefit, and ongoing support in this regard continues to thrive in maintaining high levels of satisfaction and participation.

Table 3.4 - Level of Job Satisfaction of Rural Health Nurses in terms of Support from Leadership and Colleagues

Indicators	Sd	Mean
1. My supervisor provides guidance and support when needed.	1.16	3.91
2. Leadership values employees' contributions.	1.12	3.80
3. I feel respected and supported by my colleagues.	1.12	3.93
4. My supervisor effectively communicates expectations and goals.	1.26	3.77

5. I receive constructive feedback to improve my performance.	1.24	3.83
Average Mean	**3.853 High**	

Table 3.4 shows the degree of job satisfaction among rural health nurses regarding the support they get from their leadership and colleagues. Overall, the average mean score is 3.853, which is in the "High" category. This means that nurses feel supported by both their managers and colleagues, and this reflects a positive and motivating work atmosphere.

The highest-rated item is "I feel respected and supported by my colleagues," with a mean score of 3.93. This reflects a strong sense of teamwork and mutual respect among coworkers, which can significantly enhance day-to-day job satisfaction. The lowest-rated item is "My supervisor effectively communicates expectations and goals," which scored 3.77. Although this is the lowest among the indicators, it still falls within the high range, suggesting that communication from supervisors is seen positively, even if there is some room for refinement.

This is confirmed by López-Ibort et al. (2021), who placed a focus on trust and communication between supervisors and nurses as essential for enhancing job satisfaction. Their study laid focus on how strong organizational support and empowerment culture contribute to establishing such relationships. This confirms the findings within, again affirming that a collegial and supportive leadership environment is crucial to sustaining high job satisfaction levels among rural health nurses

Table 3.5 - Rural Health Nurses Job Satisfaction

Components	Mean	Interpretation
Work Environment	3.608	High
Compensation and Benefits	3.336	Average
Career Growth Opportunities	3.492	High
Support from Leadership and Colleagues	3.853	High
Average Mean	**3.572 High**	

Table 3.5 consolidates rural health nurses' job satisfaction levels along four critical dimensions: work environment, pay and benefits, opportunities for career advancement, and support from senior management and peers. The overall average mean score of 3.572 falls in the "High" category. This suggests that rural health nurses, on average, feel a high level of job satisfaction. The findings are overwhelmingly positive, yet some areas have room for specific improvement.

Among the components, the highest score was recorded in support from leadership and colleagues, with a mean of 3.853. This suggests that nurses feel well-supported by both their supervisors and peers, which likely contributes to a sense of belonging and teamwork. The work environment followed with a mean of 3.608, reflecting a favorable view of workplace safety and comfort. Career growth opportunities also received a positive rating of 3.492, indicating that many nurses feel encouraged to pursue professional advancement. The lowest mean score was in compensation and benefits, which received 3.336 and fell into the "Average" category. Although still satisfactory, this component was rated lower than the others, suggesting that pay and benefits are areas where expectations may not be fully met.

These results are consistent with findings by Dolea et al. (2010), who highlighted the significance of positive workplace environment and supportive leadership to promote job satisfaction among nurses. Their study further notes that remuneration usually still proves to be a difficult area, especially in rural healthcare environments. This confirms the findings here, indicating that although the rural health nurses value the assistance and opportunities to which they are given, enhancements to salary and benefits would serve to further enhance satisfaction and encourage long-term retention.

Table 4.1 - Level of Job Performance of Rural Health Nurses in terms of Quality of Patient Care

Indicators	Sd	Mean
1. I provide high-quality care to my patients.	1.21	3.76
2. I ensure patient safety and well-being at all times.	1.07	3.77
3. I demonstrate empathy and compassion in patient interactions.	1.11	3.79
4. I follow medical protocols and standards in patient care.	0.96	3.77
5. Patients and their families express satisfaction with my care.	1.11	4.04
Average Mean	**3.831 High**	

Table 4.1 shows the level of job performance of rural health nurses in terms of patient care quality, using five indicators. The average mean score is 3.831 and falls in the category of "High". It means that rural health nurses, on average, exhibit good performance in providing quality care to their patients. It depicts adherence to high levels of quality care and positive health outcomes in practice

Among the specific indicators, the highest-rated item is "Patients and their families express satisfaction with the care provided," which received a mean score of 4.04. This highlights that nurses are meeting patient expectations and are viewed positively by those they serve. The lowest-rated indicator is "I provide high-quality care," with a mean score of 3.76. Although it is the lowest among the five, it still falls within the high range, showing that performance remains strong across all areas of patient care.

This is evidenced by Labrague et al. (2022), whose research indicated that nurse performance and patient outcomes improve dramatically when the work environment is positive and when supervisors ensure that good professional relationships exist. This further supports the contention that conducive workplace conditions and leadership are central in ensuring high-quality care in nursing is maintained, especially in rural health environments.

Table 4.2 - Level of Job Performance of Rural Health Nurses in terms of Efficiency in Task Completion

Indicators	Sd	Mean
1. I complete my assigned tasks in a timely manner.	1.00	3.69
2. I can efficiently manage multiple tasks at work.	1.26	3.52
3. I prioritize patient care effectively.	1.09	3.81
4. I follow hospital/clinic protocols for efficiency.	1.08	3.47
5. I maintain accurate and organized patient records.	1.09	3.63
Average Mean	**3.631 High**	

Table 4.2 indicates rural health nurse job performance based on efficiency in the accomplishment of tasks from five key indices. The general average mean score is 3.631, indicating a "High" category. This implies that nurses are efficiently completing their jobs, which is positively affecting the quality and punctuality of healthcare services in rural areas

The highest-rated indicator is "I prioritize patient care effectively," with a mean score of 3.81. This reflects the nurses' ability to recognize and address urgent patient needs, ensuring that care is delivered where and when it is most needed. The lowest-rated item is "I follow hospital/clinic protocols for efficiency," with a score of 3.47. Although it is the lowest among the indicators, it still falls within the high range, indicating consistent adherence to procedures and a structured approach to task completion.

These results concur with Ignatavicius (2022) who discovered that task management and adherence to pre-set protocols were major contributing factors in improving nursing performance and patient outcomes. This is supported by the present findings and highlights the imperative role of rural nurses in maintaining efficient and effective healthcare delivery, especially in areas of scarcity for resources and humanpower.

Table 4.3 - Level of Job Performance of Rural Health Nurses in terms of Adherence to Professional Standards

Indicators	Sd	Mean
1. I strictly adhere to ethical and professional nursing standards.	1.12	3.38
2. I continuously update my knowledge and skills.	1.07	3.45
3. I respect patient rights and confidentiality.	1.15	3.40
4. I demonstrate professionalism in all aspects of my work.	1.17	3.25
5. I follow infection control and safety procedures.	1.12	3.25
Average Mean		**3.350 Average**

Table 4.3 illustrates the work performance of rural health nurses in their professionalism in terms of maintaining professional standards through five major indicators. The total average mean score is 3.350, which falls within the "Average" category. This indicates that nurses show a tolerable level of professionalism, but there is still potential for improvement to achieve complete expectations and requirements of their jobs.

The highest-rated indicator is "I continuously update my knowledge and skills," with a mean score of 3.45. This reflects a moderate commitment to ongoing professional development, an essential aspect of maintaining quality care. On the other hand, the lowest-rated indicators are "I demonstrate professionalism in all aspects of my work" and "I follow infection control and safety procedures," both scoring 3.25. Although these scores still fall within the average range, they point to areas where increased attention and reinforcement are needed.

These results are aligned with the research of Edwin et al. (2023), which determined a number of factors that affect compliance with standard procedures among nurses, such as levels of knowledge, attitudes, and the level of institutional support. The research points to the importance of ongoing education and a friendly work environment to reinforce professional conduct and adherence to key safety and quality guidelines. In rural healthcare environments, this is especially crucial, as obstacles may affect uniform enactment of professional norms.

Table 4.4 - Level of Job Performance of Rural Health Nurses in terms of Work Engagement and Commitment

Indicators	Sd	Mean
1. I feel enthusiastic and passionate about my work as a nurse.	1.08	3.29
2. I am fully dedicated to fulfilling my responsibilities at work.	1.01	3.43
3. I willingly go beyond my basic duties to improve patient care.	0.90	3.25
4. I see myself working in this healthcare facility for a long time.	1.01	3.26
5. I feel a strong sense of belonging and loyalty to my organization.	0.95	3.58
Average Mean		**3.364 Average**

Table 4.4 indicates the rural health nurses' job performance in terms of work commitment and engagement, using five major indicators. Overall average mean score is 3.364, which categorizes it under "Average." This indicates that nurses demonstrate a moderate level of engagement and commitment towards their jobs, though there is scope to still enhance their emotional connection to the organization and their motivation to excel beyond general duties.

The highest-rated indicator is "I feel a strong sense of belonging and loyalty to my organization," with a mean score of 3.58. This reflects a relatively high level of attachment to their workplace, which is an encouraging sign of organizational commitment. Meanwhile, the lowest-rated item is "I willingly go beyond my basic duties to improve patient care," with a mean score of 3.25. Although still within the average range, this points to an area where enhanced motivation, recognition, or support could encourage greater initiative.

These results align with the research of Mon et al. (2022), where organizational commitment was found to be positively correlated with nurse work engagement. They highlighted that nurses with high perceptions of organizational support and a balanced work-life are more likely to be engaged and committed. This highlights

the need for developing supportive, balanced work environments to promote greater commitment and enhance both job performance and patient care outcomes.

Table 4.5 - Rural Health Nurses Job Performance

Components	Mean	Interpretation
Quality of Patient Care	3.831	High
Efficiency in Task Completion	3.631	High
Adherence to Professional Standards	3.350	High
Work Engagement and Commitment	3.364	High
Average Mean	**3.544 High**	

Table 4.5 shows a summary of rural health nurses' job performance in four major components. Overall average mean score is 3.544, which is in the "High" category. This shows that overall rural health nurses' performance in their areas is good and they are making a good contribution towards the quality delivery of healthcare.

Among the components, Quality of Patient Care received the highest mean score at 3.831, reflecting the nurses' strong dedication to providing excellent care and meeting patient needs. Adherence to Professional Standards had the lowest mean score at 3.350. Although this still indicates a positive level of performance, it suggests an area where further improvement could be made, particularly in upholding established professional guidelines. The other components—Efficiency in Task Completion and Work Engagement and Commitment—scored 3.631 and 3.364 respectively, both reflecting satisfactory and consistent levels of performance.

These results are consistent with the research conducted by Labrague et al. (2022), which stressed that high-quality care and effective task fulfillment are fundamental elements of excellent nursing performance. The research also pointed to the significance of continuous professional development in enhancing conformity to standards and encouraging greater involvement. These findings affirm the necessity for constant support, mentorship, and training to ensure rural nurses sustain and improve their performance across all domains of practice.

Table 5 - Test of Significant Relationship Between Mental Health and Job Satisfaction of Rural Health Nurses

Variables	r value	p-value	Decision
Mental Health And Job Satisfaction Of Rural Health Nurses	0.823	0.000	reject the Ho

Table 5 shows the outcome of the test for a significant correlation between rural health nurses' job satisfaction and mental health. The calculated correlation coefficient is 0.823, meaning that there is a high positive correlation between the two variables. With a p-value of 0.000, less than the 0.05 significance level, the outcome verifies that the relationship is statistically significant.

Since the p-value is less than the presumed threshold, the null hypothesis is rejected, implying that job satisfaction is significantly affected by mental health. This indicates that when rural health nurses have improved mental health, their job satisfaction is also higher. Those who do not have good mental health might also indicate low job satisfaction in their work.

Table 6 - Test of Significant Relationship Between Mental Health and Job Performance Of Rural Health Nurses

Variables	r value	p-value	Decision
Mental Health and Job Performance of Rural Health Nurses	0.066	0.583	retain the Ho

Table 6 is the test result for rural health nurses' significant relationship between mental health and job performance. The correlation coefficient calculated is 0.066, showing a very weak relationship between the

two variables. The p-value of 0.583 is higher than the 0.05 level of significance, which makes the result indicate that the relationship is not statistically significant. Since the p-value is greater than the threshold, the null hypothesis is maintained such that there is no statistical relationship between mental health and job performance. The implication is that variations in mental health status might not directly affect the ways in which rural health nurses carry out their responsibilities, at least in the context of this study.

CONCLUSION AND RECOMMENDATION
Conclusion
The research concludes that rural health nurses tend to have a stable and manageable mental health status, which allows them to handle everyday stressors well and sustain emotional stability in their work. Though anxiety and depressive symptoms exist, they exist at low intensities and do not affect daily functioning significantly. This psychological stability is in conformance with a high job satisfaction rate, especially in such dimensions as supportive leadership, good workplace relationships, and career development opportunities, albeit relatively lower satisfaction with pay. On the job performance side, nurses invariably exhibit high levels of competency, particularly in the areas of quality patient care and efficient task accomplishment. There was a large positive association between mental health and job satisfaction, indicating the role that psychological well-being plays in creating workplace satisfaction. No significant association, however, existed between job performance and mental health, meaning that rural health nurses can sustain good job performance independent of how their mental health may change.

Recommendation
Based on the study's findings, several recommendations are proposed to support the mental health, job satisfaction, and performance of rural health nurses. Nurses are encouraged to engage in self-care, peer support, and professional development to manage stress and enhance resilience. Healthcare institutions should provide accessible mental health services, foster open communication, recognize staff efforts, and review workloads to prevent burnout. Patients and communities are urged to show respect, appreciation, and support for health workers while promoting mental health awareness. Government and policymakers should increase salaries, fund wellness programs, and develop strategies tailored to rural healthcare workers. Nursing schools are advised to integrate mental health education and field exposure into their curricula. Lastly, future researchers should consider longitudinal or mixed-method approaches to explore the long-term effects of mental health on job outcomes and examine additional influencing factors like leadership and organizational culture.

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