

barrier for nurses to engage in research activities. ^[3] Funding mechanisms are needed to support coherent programs of research. ^[4] Financial support and a strong value for generating as well as disseminating knowledge must be present within departments and schools, in the larger academic institution, and at the national level. ^[14] Positive reinforcements (rewards) increase nurses participation and utilization of research. ^[26] Previous studies identified several actions that may contribute to overcoming barriers of nursing research participation and utilization, such as providing resources, increasing release time for participation in research, continuing education on the research process and creating positions for nurse researchers in clinical settings. ^[17, 19, 20]

PRC-BON, if possible, should outline policies that will strengthen the structure and process of the research infrastructure supporting nurses in doing research. Specifically, policies should focus on time, continuing education programs, opportunities to conduct research, and comprehensive assistance for nurses engaging in research. In the United States, the American Nurses Credentialing Center (ANCC), a subsidiary of the American Nurses Association, oversees the Magnet Recognition Program, a program that recognizes nursing excellence where continuing education/research is a requirement. Research on hospitals who have achieved Magnet status shows several benefits. The benefits of achieving Magnet status include improved patient outcomes, expanded recruitment and retention of nurses and other healthcare personnel, and enhanced nursing staff satisfaction and productivity. ^[5] Assimilating, disseminating and enculturating the practice environment grounded in evidence-based practice and nursing research is an

essential force of magnetism and must be present in an organization to achieve magnet status. [25]

This study is first in the Philippines setting. It is a must for us to produce more adept nurses to meet global competence. Also, to assure that we provide the best possible care and service to our patients. Emerging themes lead the researcher to suggest actions to be undertaken, such as role promotion, incentives, and sabbatical leave for nurses who wish to engage in nursing research. Further research may conduct similar study in rural hospitals to assess whether there is difference in attitudes to research of nurses with modest known resources. Also, further research may give focused on time, financial support, and reward to establish baseline data needed in planning programs addressing these emerging themes.

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