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WORK ETHICS AND WORK BEHAVIOR OF MCNP RADIOLOGIC TECHNOLOGY INTERNS

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ABSTRACT

In the dynamic realm of radiologic technology, the synergy between work ethics and work behavior proves indispensable for the success of internships. Beyond technical proficiency, interns in radiologic technology must demonstrate robust work ethics to ensure exceptional delivery of patient care. These ethics form a framework of moral principles guiding professional attitudes and conduct. Internships represent vital components of radiologic technology education, providing students invaluable real-world exposure to apply theoretical knowledge in clinical settings. This study adopts a rigorous quantitative approach, employing a descriptive correlational method to explore the relationships and variations among variables of work ethics and work behavior among MCNP radiologic technology students. Conducted across diverse affiliated health institutions hosting radiologic technology interns, the research engages MCNP radiologic technology interns as the primary respondents for the Academic Year 2023-2024. The data collection process involves formulating questionnaires based on previous iterations, meticulously reviewed and approved by relevant authorities. The collected data undergoes thorough tabulation and analysis, utilizing sophisticated methodologies such as ONE WAY ANOVA, Regression Analysis, and Pearson's Correlation. The comprehensive analysis reveals significant relationships between work ethics and work behaviors. These findings underscore the critical importance of integrating essential qualities such as punctuality, honesty, confidentiality, responsibility, effort, adaptability, time management, communication, patient care, and attention to detail into educational curricula. By addressing these fundamental factors associated with work ethics and work behavior, the Medical Colleges of Northern Philippines can pave the way for advancing the field of radiologic technology and making substantial contributions to the broader healthcare sector.

Key words: *Radiologic Technology, Work Ethics, Work Behavior, Interns, Healthcare Environment*.

INTRODUCTION

In the field of radiologic technology, work ethics and work behavior are critical aspects that contribute to the overall success and effectiveness of internships. As radiologic technologists, these interns play a vital role in conducting medical imaging procedures to assist in patient diagnosis and treatment.

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Alongside technical proficiency, it is essential for radiologic technology interns to possess a strong work ethic and exhibit exemplary work behavior to ensure the delivery of high-quality patient care.

Work ethics encompasses a broad range of moral principles and values that shape individuals' behavior and attitudes in the workplace, including integrity, responsibility, professionalism, and commitment to excellence. In the specialized field of radiologic technology, maintaining a strong work ethic is essential to ensure patient safety, uphold professional standards, and optimize overall healthcare efficiency.

Internships play a pivotal role in the education of radiologic technology students, providing them with invaluable practical exposure to apply theoretical knowledge in real clinical settings. Throughout internships, radiologic technology interns have the opportunity to refine their technical skills, gain hands-on experience, and immerse themselves in the complexities of the healthcare environment. However, the success of an internship is not solely contingent upon technical proficiency. The demonstrated work ethics and behavior of interns significantly influence their overall performance and integration into the professional realm.

These internships offer students valuable hands-on learning experiences, supervised by experienced professionals, enabling them to pursue their educational goals without the full responsibilities associated with permanent employment. Such opportunities allow interns to develop both professionally and personally as they navigate the intricacies of the healthcare landscape.

Studies have been conducted to examine the relationship between work ethics and work behavior among radiologic technology interns. These studies emphasize the importance of cultivating a strong work ethic and exhibiting positive work behavior for successful internships and professional development.

This study would assess the demographic profile of the respondents, including their sex, hospital affiliation, type of hospital, and area of rotation, to provide context for understanding the characteristics of the sample population. The study will examine the work ethics of MCNP radiologic technology interns, focusing on key dimensions such as punctuality, honesty, confidentiality, responsibility, and effort, to evaluate their adherence to ethical principles and professional standards. The purpose of this study is to examine the correlation between work ethics and work behavior among radiologic technology interns undergoing training in MCNP simulation. This study will analyze the work behavior of MCNP radiologic technology interns, assessing factors such as adaptability, time management, communication skills, patient care, and attention to detail, to assess their competency in essential aspects of professional practice.

By investigating this relationship, the study aims to underscore the importance of instilling and fostering robust work ethics while promoting favorable work behavior for the advancement of interns' professional competencies and overall career development. this study seeks to contribute to the understanding of the interplay between work ethics and work behavior among radiologic technology interns undergoing training in MCNP. By elucidating the relationship between these variables and identifying factors that influence interns' professional conduct and performance, this research endeavors to inform strategies

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for enhancing internship experiences and promoting the holistic development of future radiologic technologists.

One potential knowledge gap in the study of work ethics and work behavior among MCNP radiologic technology interns could be the exploration of factors influencing the development and maintenance of these attributes over time. While the proposed study aims to examine the relationship between work ethics and work behavior among interns, it may not fully address the underlying mechanisms or external influences that shape these characteristics.

Specifically, investigating the role of educational curriculum, institutional culture, mentorship programs, and personal experiences outside the internship setting could provide valuable insights into the formation of work ethics and work behavior among radiologic technology interns. Understanding how these factors interact and influence interns' attitudes and actions in the workplace could offer practical implications for enhancing internship programs and fostering the professional development of future radiologic technologists.

According to Johnson et al., this study explores the impact of radiologic technology interns' work ethic on their competency development. It underscores that a strong work ethic significantly enhances interns' skills, professionalism, and overall performance during their internship tenure. This preparation is pivotal for securing their future success in the field of radiologic technology careers.

METHODOLOGY

This chapter presents the methodology, including the research design, participants, research instrument, data-gathering procedure, data analysis, and ethical considerations of the study.

Research Design

In conducting the study on work ethics and work behavior among students studying radiologic technology at MCNP, a quantitative approach utilizing a descriptive correlational method was adopted. This research design was chosen to explore and establish relationships between variables, specifically focusing on how students' characteristics and profiles relate to their adherence to work ethics and work behavior standards.

Creswell's descriptive research framework guides the study, emphasizing systematic description and analysis to uncover relationships and trends within the context of radiologic technology education. This framework supports the exploration of how students' profiles influence their adherence to work ethics and behaviors, facilitating structured data collection and interpretation for meaningful insights.
The study employs stratified sampling, a probability sampling technique dividing the student population into homogeneous subgroups based on gender, academic year, or hospital affiliation. This method ensures representation from each subgroup, enhancing the study's generalizability to all radiologic technology students at MCNP. Stratified sampling also controls for variables like gender and hospital affiliation, improving internal validity by minimizing confounding factors and ensuring robust, statistically rigorous insights applicable across diverse student profiles.

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Respondents of the study

The respondents of the study were the interns of MCNP radiologic technology within the different affiliated hospitals, fourth year students of Medical Colleges of Northern Philippines, for the Academic Year 2023-2024. Also, we included the chief of Radiologic technology in order to assess the work ethics and work behaviors of the Radiologic Technology interns. The chief of Radiologic Technology is included as a key informant due to their expertise and supervisory role over the interns. Since there is typically only one chief of Radiologic Technology in the department. The chief of Radiologic Technology can provide valuable insights into the work ethics and work behaviors of interns from a leadership perspective, offering a comprehensive understanding of the dynamics within the department. This research study used purposive sampling to select participants such as their current educational status and internship affiliation where just hospitals was approved. The study ensures that the sample represents individuals directly engaged in the internship experience and under the supervision of a key figure within the department.

Data Gathering Tool

The data gathering tool for this study is a structured questionnaire checklist designed to assess the work ethics and work behaviors of MCNP radiologic technology interns. It comprises three main parts aimed at systematically capturing pertinent information from the interns.

The researchers of this study used structured self-administered questionnaire and it was prepared in English. The questionnaire is composed of three parts. The first part is composed of the general information which is demographic profile of the respondents includes sex, hospital affiliation, type of hospital and area of rotation. The second part is composed of work ethics in terms of punctuality, honesty, confidentiality, responsibility and effort. The third part is composed of work behavior in terms of adaptability, time-management, communication and patient care.

For the main study, the finalized questionnaire checklist will serve as the primary data collection tool. Printed copies will be distributed to eligible interns across MCNP's affiliated hospitals. During data collection, structured methods will be employed to maintain consistency and accuracy in responses. The gathered data will undergo rigorous statistical analysis to derive meaningful insights into interns' professional conduct. Ultimately, this data gathering tool aims to contribute to enhancing educational practices and professional standards within the field of radiologic technology at MCNP

Data Gathering Procedure

The researchers diligently seek formal approval from pertinent authorities, including the dean of the radiology department, research coordinators, clinical instructors, and other relevant individuals, to conduct the survey among the interns. Formal letters are prepared and presented to obtain permission for the survey's implementation. Prior to administering the survey questionnaire, the researchers provide a comprehensive explanation of its purpose to the interns, stressing the importance of their sincere and voluntary participation.

During their spare time, the researchers administer the survey questionnaire to the interns to facilitate data collection. The interns are instructed to complete Part I of the questionnaire, focusing on their demographic profile and they are encouraged to respond honestly to ensure the integrity of the data.

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Meanwhile, Parts II and III of the questionnaires will assess by the chief of Radiologic Technology, providing insights and evaluations from a supervisory standpoint based on their interactions with the interns.

The survey questionnaire is developed by the researchers based on established frameworks and previous literature, with guidance from sets of questionnaires utilized in prior studies. Additionally, the questionnaire undergoes a thorough review and refinement process, incorporating feedback from experts in radiologic technology education and internship supervision. Approval is sought from relevant authorities to ensure the validity and relevance of the questionnaire items.

Upon gathering all survey forms, the researchers meticulously review and categorize them according to predefined criteria, such as interns' demographic profile, work ethics, and work behaviors. Subsequently, the responses are tallied and computed utilizing statistical formulas to discern patterns and trends. Statistical analysis techniques, including descriptive statistics, correlation analysis, and regression analysis, may be applied to extract meaningful insights from the data.

Data Analysis

After the retrieval of all the questionnaires, the following statistical tools will be utilized to generate the result of the study.

Frequency and distribution analysis was conducted to ascertain the profile of the respondents, encompassing variables such as gender, hospital affiliation, type of hospital, and rotation area.

The weighted mean was utilized to gauge the level of agreement or disagreement among respondents regarding statements pertaining to punctuality, honesty, confidentiality, responsibility, effort, adaptability, time management, communication, patient care, and attention to detail. Interpretation of the mean scores was based on a predefined scale, with higher values indicating stronger adherence to desired work ethics and behaviors.

Analysis of variance (one-way ANOVA) was employed to discern significant differences in work ethics and behaviors among respondents grouped according to their profile variables, such as gender, hospital affiliation, type of hospital, and rotation area. This analysis aimed to identify variations in work ethics and behaviors across different demographic or organizational factors.

Regression analysis was utilized to investigate the significant effects of respondents' profiles on their work ethics and behaviors. By examining the relationship between independent variables (profile variables) and dependent variables (work ethics and behaviors), regression analysis enabled the identification of factors significantly influencing interns' conduct and attitudes in the workplace.

Pearson correlation coefficient (r) was calculated to determine the significant relationship between respondents' work ethics and behaviors. The interpretation of correlation coefficients was based on a provided correlation scale, with higher values indicating stronger relationships between variables. This analysis sought to elucidate the extent of the association between work ethics and behaviors among respondents.

RESULTS AND DISCUSSIONS

This section presents the findings and discussion of the data gathered in response to the problem statement and study objectives. The findings are organized and presented in the order of the problems and objectives.

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TABLE 1.1 **DISTRIBUTION OF THE PROFILE OF THE RESPONDENTS IN TERMS OF SEX**

CATEGORY	FREQUENCY	PERCENTAGE
MALE	9	18.0
FEMALE	41	82.0
TOTAL	**50**	**100.0**

Table 1.1 revealed that the majority of the respondents were female, with a percentage of 82% and 18% for the males. Based on the figure, the dominant gender among the respondents is female, with a percentage of 82%. This implies that the dominant respondents are female. In the batch 2023-2024, almost all females are interns, so therefore females are the dominant gender. This implies that there will be more female interns in the radiologic technology program at the Medical Colleges of the Northern Philippines in 2023–2024.

TABLE 1.2 **DISTRIBUTION OF THE PROFILE OF THE RESPONDENTS IN TERMS OF HOSPITAL AFFILIATION**

CATEGORY	FREQUENCY	PERCENTAGE
ACMC	5	10.0
RPGMC	10	20.0
IUDMC	15	30.0
IDGH	13	26.0
EAMC	2	4.0
CSMC	5	10.0
TOTAL	**50**	**100.0**

Table 1.2 revealed that the majority of respondents are in IUDMC, a percentage of 30% of the total respondents, and 4% in EAMC. This implies that there are more interns deployed in IUDMC. The IUDMC program seems to be highly popular among interns. This could imply that the program offers attractive benefits, such as valuable learning experiences, career advancement opportunities, or a positive work environment. It may also suggest that the program is well-publicized or has a strong reputation among interns.

TABLE 1.3 **DISTRIBUTION OF THE PROFILE OF THE RESPONDENTS IN TERMS OF TYPE OF HOSPITAL**

CATEGORY	FREQUENCY	PERCENTAGE
PRIVATE	48	96.0
PUBLIC	2	4.0
TOTAL	**50**	**100.0**

Table 1.3 revealed the majority of the respondents were deployed in private hospitals, with a percentage of 96% and 4% in private hospitals. Based on the figure, the dominated hospital affiliation of the respondents is in a private hospital, with a percentage of 96%. This implies that the majority of respondents in the study are affiliated with private hospitals, indicating the significant role private healthcare organizations play in the industry, potentially impacting funding, regulation, and policy.

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TABLE 1.4 **DISTRIBUTION OF THE PROFILE OF THE RESPONDENTS IN TERMS OF AREA OF ROTATION**

CATEGORY	FREQUENCY	PERCENTAGE
CT SCAN	9	18.0
MAMMOGRAPHY	2	4.0
ULTRASOUND/2D ECHO	16	32.0
X-RAY	13	26.0
MRI	2	4.0
INFORMATION	7	11.0
CATHLAB	1	2.0
TOTAL	**50**	**100.0**

Table 1.4 revealed that most of the respondents were rotated in ultrasound with a percentage of 32%, and the respondents were rotated in cathlab with a percentage of 2%. This indicates that a significant proportion of radiologic technology interns in MCNP have mostly rotated in the ultrasound because, in batch 2023-2024, females are taking this course more than males. This implies that the preference for ultrasound rotations may reflect the perceived educational value and relevance of ultrasound training for interns. It suggests that the program prioritizes providing hands-on experience and exposure to ultrasound procedures to enhance interns' diagnostic capabilities and clinical skills.

TABLE 2.1 **ASSESSMENT OF THE RESPONDENTS IN THE WORK ETHICS OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF PUNCTUALITY**

STATEMENTS	MEAN	DESCRIPTION
The intern consistently displayed strong work consistently arriving on time for the shifts and appointments.	3.62	STRONGLY AGREE
The intern demonstrates reliability and respect for the time and setting a positive example for their peers in the workplace.	3.62	STRONGLY AGREE
The intern consistently demonstrated a commitment to being on time for all task and responsibilities.	3.56	STRONGLY AGREE
CATEGORICAL MEAN	**3.60**	**STRONGLY AGREE**

Table 2.1 presents the assessment of the respondents' work ethics as radiologic technology interns at MCNP in terms of punctuality with a categorical mean of 3.60 strongly agree. The statement “The intern consistently displayed strong work consistently arriving on time for the shifts and appointments.” and “The intern demonstrates reliability and respect for the time and setting a positive example for their peers in the workplace.” gained the highest mean with 3.62 as strongly agree while “The intern consistently demonstrated a commitment to being on time for all task and responsibilities.” Has the lowest mean of 3.56 mean yet described as strongly agree. The implies that the Medical Colleges of Northern Philippines interns should continue to foster a positive example of their peers in the workplace and display their strong work.

According to Robinson and O'Reilly (1995) explore the connection between work enrichment, including reliability and positive role modeling of interns. They discover that interns in enriched work environments display positive behaviors, implying that those showcasing reliability and positive role modeling contribute to a positive work atmosphere. This literature emphasizes the significance of interns embodying these qualities, as they greatly influence the workplace environment, backed by assessment data.

TABLE 2.2 **ASSESSMENTS OF THE RESPONDENTS IN THE WORK ETHICS OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF HONESTY**

STATEMENTS	**MEAN**	**DESCRIPTION**
The intern maintains high level of honesty and integrity in his/her work.	3.70	STRONGLY AGREE
The intern trusted by patients because of the honest and accurate information about the radiologic procedures.	3.60	STRONGLY AGREE
The intern fostering a sense of reassurance and confidence for the care	3.58	STRONGLY AGREE
CATEGORICAL MEAN	**3.63**	**STRONGLY AGREE**

Table 2.2 Shows that the mean assessments of the respondents in the work ethics of the radiologic technology interns of MCNP in terms of honesty with a categorical mean of 3.63 strongly agree. The statement “The intern maintains high level of honesty and integrity in his/her work.” Has the highest mean of 3.70 while the statement “The intern fostering a sense of reassurance and confidence for the care” has the lowest with a weighted mean of 3.58 which is strongly agree.

This implies that the patients trust healthcare professionals with their well-being. A radiologic technology student who demonstrates honesty and integrity builds trust with patients, enhancing their overall experience and cooperation during procedures.

According to Mayer, Davis, and Schoorman (1995) present an integrative model of organizational trust, highlighting honesty and integrity as crucial for building trust. They suggest that individuals who consistently demonstrate these qualities are perceived as trustworthy. Thus, interns who uphold high standards of honesty and integrity contribute to trust-building in the workplace, fostering collaboration and organizational success. This literature supports the notion that interns embodying these virtues are beneficial to the organization, aligning with assessment data traits.

Table 2.3 **ASSESSMENT OF THE RESPONDENTS IN THE WORK ETHICS OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF CONFIDENTIALITY**

STATEMENTS	**MEAN**	**DESCRIPTION**

The intern respect patient confidentiality and privacy at all times.	3.66	STROGNLY AGREE
The intern's strict adherence to confidentiality protocols ensured that patient privacy was protected and maintained at all times.	3.60	STRONGLY AGREE
The intern has commitment to confidentiality extended beyond the workplace, as they respected patients' privacy.	3.58	STRONGLY AGREE
CATEGORICAL MEAN	**3.61**	**STRONGLY AGREE**

Table 2.3 Shows the assessment of the respondents in the work ethics of the radiologic technology interns of MCNP in terms of confidentiality with a categorical mean of 3.61 which is strongly agree. The statement "The intern respect patient confidentiality and privacy at all times." has the highest mean with 3.66 which is strongly agree while the statement "The intern has commitment to confidentiality extended beyond the workplace, as they respected patients' privacy." Has the lowest mean with a weighted mean of 3.58 which is strongly agree. This table implies that the respondents strengthen their patient confidentiality and privacy at all times.

According to Hall, Roter, and Blanch (2009) conducted a meta-analysis comparing patient satisfaction with male and female physicians, emphasizing the importance of patient perception regarding privacy and confidentiality during medical consultations. Patients expect their personal information to be safeguarded to maintain trust in healthcare providers. Therefore, interns should prioritize patient confidentiality and privacy consistently to enhance trust and satisfaction. This literature highlights interns' crucial role in healthcare settings by respecting patient confidentiality, aligning with traits emphasized in assessment data.

TABLE 2.4 **ASSESSMENT OF THE RESPONDENTS IN THE WORK ETHICS OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF RESPONSIBILITY**

STATEMENTS	**MEAN**	**DESCRIPTION**
The interns take responsibility for his/her actions and work outcomes.	3.52	STRONGLY AGREE
The intern ensuring that the duties and responsibilities fulfilled diligently.	3.48	STRONGLY AGREE
The intern consistently demonstrated accountability for the actions and decisions, taking initiative to seek guidance when needed and learn from any mistakes	3.52	STRONGLY AGREE
CATEGORICAL MEAN	**3.51**	**STRONGLY AGREE**

Table 2.4 Shows the assessment of the respondents in the work ethics of the radiologic technology interns of MCNP in terms of responsibility with a categorical mean of 3.51 which is strongly agree. The statement. "The interns take responsibility for his/her actions and work outcomes." and "The intern consistently demonstrated accountability for the actions and decisions, taking initiative to seek guidance when needed and learn from any mistakes". Has the highest mean with 3.52 which is strongly agree while the statement "The intern ensuring that the duties and responsibilities fulfilled diligently. Has the lowest mean of 3.48. The implies that respondents consistently take responsibility for their outcomes and fulfill their duties diligently. Their initiative to seek guidance and learn from mistakes

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demonstrates a dedication to upholding high standards in medical imaging procedures. This proactive approach helps identify and correct errors, leading to improved accuracy and reliability in diagnostic results.

According to Brown and Treviño (2006) highlight the significance of leaders being accountable for their actions and decisions in ethical leadership. They recommend that such leaders admit mistakes, seek guidance, and cultivate a culture of accountability within organizations. Interns who exhibit accountability, initiative, and a readiness to learn contribute to a positive organizational culture, aligning with ethical leadership principles and traits emphasized in assessment data.

TABLE 2.5 **ASSESSMENT OF THE RESPONDENTS IN THE WORK ETHICS OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF EFFORT**

STATEMENTS	**MEAN**	**DESCRIPTION**
The intern demonstrates a strong work, ethic by putting in extra effort, when needed.	3.44	STRONGLY AGREE
The intern continuous learning and improvement actively seeking opportunities to enhance the skills	3.48	STRONGLY AGREE
The intern exceptional effort could be seen in the meticulous attention to detail ensuring that all procedures and processes was conducted with precision and accuracy.	3.60	STRONGLY AGREE
CATEGORICAL MEAN	**3.51**	**STRONGLY AGREE**

Table 2.5 Shows the assessment of the responders in the work ethics of the radiologic technology interns of MCNP in terms of effort with a categorical mean of 3.51 which is strongly agree. The statement “The intern exceptional effort could be seen in the meticulous attention to detail ensuring that all procedures and processes was conducted with precision and accuracy.” Has the highest mean with 3.60 which is strongly agree while the statement “The intern demonstrates a strong work, ethic by putting in extra effort, when needed.” Has the lowest mean of 3.44 which is strongly agree. Therefore, this implies that the respondents always show an exceptional effort and ensures the patients procedures have precision and accuracy.

According to Kraiger, Ford, & Salas (1993) examines learning outcome theories, particularly cognitive theories stressing attention to detail for precise task execution. It argues that meticulous attention leads to accurate outcomes, crucial for quality performance. Evaluating training effectiveness involves applying these theories. Interns showing exceptional effort through attention to detail contribute to precise outcomes, vital in healthcare. This reinforces interns' significance in achieving accuracy, aligning with assessment data.

TABLE 3.1 **ASSESSMENT OF THE RESPONDENTS IN THE WORK BEHAVIOR OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MNCP IN TERMS OF ADAPTABILITY**

STATEMENTS	**MEAN**	**DESCRIPTION**

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The intern ability to handle unexpected situations and adapt to changes in the work environment	3.40	STRONGLY AGREE
The intern consistently demonstrates a proactive approach to readily new protocols or guidelines in hospital.	3.44	STRONGLY AGREE
The intern displaying a professional work behavior that was highly valued by the clinical team.	3.60	STRONGLY AGREE
CATEGORICAL MEAN	**3.48**	**STRONGLY AGREE**

Table 3.1 shows the assessment of the respondents in the work behavior of the radiologic technology interns of MCNP in terms of adaptability with a categorical mean of 3.48 which is strongly agree. The statement “The intern displaying a professional work behavior that was highly valued by the clinical team.” Has the highest mean of 3.60 which is strongly agree while the statement “The intern ability to handle unexpected situations and adapt to changes in the work environment” has the lowest mean of 3.40 which is strongly agree. This implies that the interns of MCNP have displaying a professional work behavior in the workplace.

Johnson, S. L., & Kiser, S. (2005) discuss various strategies for improving workplace quality, emphasizing the importance of professional work behavior. They suggest that employees displaying reliability, integrity, and collaboration positively impact team dynamics and overall performance. Professional behavior also influences job satisfaction, organizational commitment, and customer satisfaction. Therefore, interns demonstrating valued professional behavior foster a positive work environment, enhance team cohesion, and improve organizational outcomes. This supports interns' positive contribution to the clinical team's effectiveness and workplace quality, aligning with assessment data.

TABLE 3.2. **ASSESSMENT OF THE RESPONDENDENTS IN THE WORK BEHAVIOR OF RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF TIME MANAGEMENT**

STATEMENTS	**MEAN**	**DESCRIPTION**
The intern has the ability to effectively manage time and meet deadlines.	3.50	STRONGLY AGREE
The intern concentrates on only one important task at a time, but they do multiple trivial tasks at once.	3.36	STRONGLY AGREE
The intern ability to continually try to find little ways to use their time more efficiently.	3.46	STRONGLY AGREE
CATEGORICAL MEAN	**3.44**	**STRONGLY AGREE**

Table 3.2 shows the assessment of the respondents in the work behavior of radiologic technology interns of MCNP in terms of time management with a categorical mean of 3.44 which is strongly agree. The statement “The intern has the ability to effectively manage time and meet deadlines.” Has the highest mean of 3.50 which is strongly agree while the statement “The intern concentrates on only one important task at a time, but they do multiple trivial tasks at once.” Has the lowest mean of 3.36 which is strongly agree. This table implies that the respondents are always managing their time in their workplace and know their deadlines.

According to Morgenstern, J. (2004) offers practical strategies for effective time management, focusing on prioritizing tasks, goal setting, and meeting deadlines. Emphasizing self-discipline and organization,

it addresses common challenges and productivity improvement. Interns with strong time management skills can efficiently prioritize tasks, allocate time, and maintain productivity, vital in healthcare. This literature supports interns' ability to meet deadlines and fulfill responsibilities in healthcare settings, aligning with assessment data.

TABLE 3.3. **ASSESSMENT OF THE RESPONDENDENTS IN THE WORK BEHAVIOR OF RADIOLOGIC TECHNOLOGY ITERNS OF MCNP IN TERMS OF COMMUNICATION**

STATEMENTS	**MEAN**	**DESCRIPTION**
The intern has clear and effective communication with patients, healthcare professionals and supervisors.	3.62	STRONGLY AGREE
The intern effectively conveying information to colleagues, patients and to other staffs.	3.58	STRONGLY AGREE
The intern actively listened and responded attentively to the needs and concerns of others.	3.60	STRONGLY AGREE
CATEGORICAL MEAN	**3.60**	**STRONGLY AGREE**

Table 3.3 shows that the assessment of the respondents in the work behavior of radiologic technology interns of MCNP in terms of communication with a categorical mean of 3.60 which is strongly agree. The statement “The intern has clear and effective communication with patients, healthcare professionals and supervisors.” Has the highest mean of 3.62 which is strongly agree while the statement “The intern effectively conveying information to colleagues, patients and to other staffs” Has the lowest mean of 3.58 which is strongly agree. This table implies that the Medical Colleges of Northern Philippines interns should continue to emphasize and incorporate effective communication skills training in their internship to ensure that their interns are well-prepared for the workplace, ultimately enhancing their communication.

According to Street, R. L., Jr., Makoul, G., Arora, N. K., & Epstein, R. M. (2009) explores how clinician-patient communication impacts health outcomes, emphasizing its role in patient satisfaction, adherence, and health improvement. Effective communication involves understanding patient needs, addressing concerns, and building trust. Communication skills training enhances patient-centered care and reduces errors. Interns with clear communication skills contribute to positive patient experiences, teamwork, and quality healthcare delivery. This supports interns' role in patient care and interprofessional relationships, aligning with assessment data.

TABLE 3.4. **ASSESSENT OF THE RESPONDENTS IN THE WORK BEHAVIOR OF THE RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF PATIENT CARE**

STATEMENTS	**MEAN**	**DESCRIPTION**

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The intern providing compassionate and high-quality care to patients.	3.64	STRONGLY AGREE
The intern ensuring the safety and comfort of the patient.	3.60	STRONGLY AGREE
The intern prioritizes patient satisfaction, displaying compassionate work behavior that greatly impacted the level of care provided.	3.60	STRONGLY AGREE
CATEGORICAL MEAN	**3.61**	**STRONGLY AGREE**

Table 3.4 shows that the assessment of the respondents in the work behavior of the radiologic technology interns of MCNP in terms of patient care with a categorical mean of 3.61 which is strongly agree. The statement "The intern providing compassionate and high-quality care to patients." Has the highest mean of 3.64 which is strongly agree while the statement "The intern ensuring the safety and comfort of the patient." and "The intern prioritizes patient satisfaction, displaying compassionate work behavior that greatly impacted the level of care provided." Has the lowest mean of 3.60 which is strongly agree. This table implies that the respondents always providing compassionate and high-quality care to patients.

According to Sinclair et al. (2016), interns providing compassionate and high-quality care enhance patient experiences, healing, and trust in the healthcare system. This supports the idea that interns showing compassion contribute to patient satisfaction and well-being, aligning with assessment data.

Also, according to Elshami et al. (2019) examine professionalism, work behavior, and academic performance among medical imaging students. They emphasize cultivating professionalism and work ethics in interns to prepare them for the workplace and deliver quality patient care.

TABLE 3.5. **ASSESSMENT OF THE RESPONDENDENTS IN THE WORK BEHAVIOR OF RADIOLOGIC TECHNOLOGY INTERNS OF MCNP IN TERMS OF ATTENTION TO DETAIL**

STATEMENTS	**MEAN**	**DESCRIPTION**
The intern precision and accuracy in positioning patient.	3.44	STRONGLY AGREE
The intern having an attention to detail not only upheld the highest standards of patient care and safety but also solidified the reputation as a proficient and reliable intern of the hospital.	3.32	STRONGLY AGREE
The intern ensuring that all patient information and assessments were accurately recorded.	3.48	STRONGLY AGREE
CATEGORICAL MEAN	**3.41**	**STRONGLY AGREE**

Table 3.5 shows that the assessment of the respondents in the work behavior of radiologic technology interns of MCNP in terms of attention to detail with a categorical mean of 3.41 which is strongly agree. The statement "The intern ensuring that all patient information and assessments were accurately recorded." Has the highest mean of 3.48 which is strongly agree while the statement "The intern having an attention to detail not only upheld the highest standards of patient care and safety but also solidified the reputation as a proficient and reliable intern of the hospital." Has the lowest mean of 3.32 which is

strongly agree. This table implies that the that the respondents always ensuring that all patients information and assessments were accurately recorded properly.

According to Ho, L. S., Lu, J., & Willis, E. (2014) discuss radiographic positioning errors and emphasize the need for precision and accuracy in patient positioning for high-quality images. Proper positioning minimizes artifacts, optimizes image quality, and aids accurate interpretation. Strategies for identifying and correcting errors are provided. Interns demonstrating precision and accuracy contribute to diagnostic-quality images, accurate diagnosis, and patient safety. This supports interns' role in radiographic examinations and patient care quality, aligning with assessment data.

TABLE 4.1 **DIFFERENCE ON ASSESSMENT OF THE RESPONDENTS IN THEIR WORK ETHICS TO THEIR PROFILE VARIABLES**

WORK ETHICS						
VARIABLES		**PUNCTUALITY**	**HONESTY**	**CONFIDENTIALITY**	**RESPONSIBILITY**	**EFFORT**
SEX	t-value	1.182	1.108	2.296	.092	1.104
	p- value	.243	.273	.026*	.927	.274
HOSPITAL AFFILIATION	t-value	.715	2.654	1.164	1.594	3.478
	p- value	.615	**.035***	.342	.182	.010
TYPE OF HOSPITAL	t-value	.330	2.158	1.170	.512	1.205
	p- value	.743	.036*	.248	.611	.234
AREA OF ROTATION	t-value	2.826	1.513	.502	1.608	1.599
	p- value	**.021***	.197	.803	.168	.171

Table 4.1 there is a significant correlation between work ethics when group according to profile of variables **when grouped according to sex** female interns tend to score higher on confidentiality compared to male interns. The t-value exceeding the critical value indicates robust statistical significance, supported by a low p-value, which rejects the null hypothesis. This finding aligns with the higher enrollment of females in radiologic technology, potentially influencing their attitudes towards patient confidentiality.

When grouped according to hospital affiliation. Interns affiliated with certain hospitals, possibly ACMC, demonstrate higher honesty levels in their work ethics. The t-value significantly surpasses the critical value, with a p-value of 0.035, indicating strong statistical significance and rejecting the null hypothesis. This underscores how institutional culture and ethical standards influence interns' behaviors, specifically regarding honesty.

When grouped according to the type of hospital. Interns in different types of hospitals, such as private versus public institutions, exhibit varying levels of honesty in their work ethics. The t-value exceeds the critical threshold, supported by a p-value of 0.036, rejecting the null hypothesis and indicating statistical significance. This highlights how organizational environments within hospitals shape interns' perceptions and behaviors related to honesty.

When grouped according to the area of rotation. Interns in different rotation areas within MCNP demonstrate varying levels of punctuality in their work ethics. The t-value significantly exceeds the critical value, with a p-value of 0.021, rejecting the null hypothesis and indicating strong statistical significance. This finding supports hypothesis one (h1), suggesting that variables like sex, hospital

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affiliation, type of hospital, and area of rotation influence interns' perceptions and behaviors regarding work ethics.

According to Fernández and Shaw (2018) investigate the connection between gender and work ethics, focusing on honesty, integrity, and confidentiality. Though not directly aligned with specific variables, it offers insights into how gender dynamics may affect ethical behavior at work. This literature supports the suggestion that gender could influence interns' attitudes towards confidentiality, reflected in higher mean scores among females in the assessment data. It broadens the understanding of how gender dynamics and other factors can impact work ethics, aligning with implications from the assessment data regarding interns' confidentiality and honesty differences based on sex, hospital affiliation, and type of hospital.

TABLE 4.2 **DIFFERENCE ON ASSESSMENT OF THE RESPONDENTS IN THEIR WORK BEHAVIOR TO THEIR PROFILE VARIABLES**

WORK BEHAVIORS						
VARIABLES		**ADAPTABILITY**	**TIME MANAGEMENT**	**COMMUNICATION**	**PATIENT CARE**	**ATTENTION TO DETAIL**
SEX	t-value	.766	1.640	1.513	2.051	.622
	p-value	.477	.108	.137	.046*	.537
HOSPITAL AFFILIATION	t-value	2.799	1.567	.414	1.348	.728
	p-value	**.028***	.189	.836	.262	.608
TYPE OF HOSPITAL	t-value	2.053	1.700	.366	.990	.832
	p-value	**.046***	.096	.739	.327	.409
AREA OF ROTATION	t-value	1.188	2.400	1.153	1.405	.947
	p-value	.331	**.043***	.349	.235	.472

Table 4.2, there is a significant correlation between work behaviors when group according to profile of variables. It indicates significant difference in patient care based on sex. The correlation coefficient r-value between the patients. This suggests that female interns tend to score higher in-patient care compared to male interns. The t-value of 2.051 exceeds the critical value needed for significance, indicating a robust statistical difference. The p-value of 0.046 is below the conventional threshold of 0.05, supporting the rejection of the null hypothesis. This finding aligns with the higher enrollment of females in radiologic technology programs, potentially influencing their approach and performance in patient care responsibilities.

For hospital affiliation, Table 4.2 shows a significant difference in adaptability. This indicates that interns affiliated with ACMC or similar hospitals demonstrate higher levels of adaptability in their work behaviors. The t-value of 2.799 is well above the critical threshold, indicating strong statistical significance. The p-value of 0.028 supports the rejection of the null hypothesis, suggesting that the observed difference is unlikely due to chance. This underscores how hospital affiliations emphasizing patient privacy and confidentiality may influence interns' adaptability in their professional roles.

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In terms of area of rotation, Table 4.2 indicates a significant difference in time management. This implies that interns in different rotation areas within MCNP display varying levels of time management in their work behaviors. The t-value of 2.400 exceeds the critical value, indicating statistical significance. The p-value of 0.043 further supports the rejection of the null hypothesis, suggesting that the observed difference is unlikely due to random variation. This finding highlight how specific rotation environments can influence interns' abilities to manage time effectively during their duties.

According to Spector and Fox's emotion-centered model of voluntary work behavior explores the influence of individual traits and situational factors on patient care and adaptability. The model also examines the impact of organizational norms on these behaviors. Factors like hospital affiliation, type, and rotation area can affect interns' behaviors, as shown by assessment data. This theoretical framework helps understand how various profile variables influence work behaviors.

TABLE 5.1 **REGRESION ANALYSIS IN THE PROFILE OF THE RESPONDENTS AND AFFECT THEIR WORK ETHICS**

	VARIABLES		WORK ETHICS				
			PUNCTUALITY	HONESTY	CONFIDENTIALITY	RESPONSIBILITY	EFFORT
PROFILE VARIABLES	**SEX**	p-value	.243	.273	**.026***	.927	.275
		r-value	.168	.158	.315	.013	.0157
		r^2-value	.028	.025	.333	.000	.025
	HOSPITAL AFFILIATION	p-value	.460	.082	0.63	.922	.231
		r-value	.180	.318	.333	.059	.246
		r^2-value	.032	.101	.111	.003	.060
	TYPE OF HOSPITAL	p-value	.599	**.040***	.106	.903	.270
		r-value	.199	.405	.351	.110	.284
		r^2-value	.040	.164	.123	.012	.081
	AREA OF ROTATION	p-value	.342	**.049***	.194	.909	.207
		r-value	.306	.433	.352	.147	.347
		r^2-value	.093	.115	.124	.022	.120

Table 5.1 Based on the results, there is a significant correlation between confidentiality and work ethics of the respondents on sex. This implies that sex affects the work ethics in terms of Confidentiality. It implies that the role of sex in influencing attitudes towards confidentiality in the workplace has implications for policy and training efforts to ensure consistent adherence to confidentiality standards across different gender groups. The correlation coefficient r-value between sex and happiness is .315. This suggests a low correlation between confidentiality and sex. It means that higher level of sex is associated with slightly lower levels of confidentiality. The r2 – value for sex and confidentiality is.333. This means that means that approximately 33.3% of the variance in confidentiality can be explained by sex.

There is significant correlation between honesty and work ethics of the respondents on type of hospital. This implies that type of hospital affects the work ethics in terms of honesty. It implies that the ethical behavior of employees can be shaped by the organizational culture and practices of various types of hospitals, impacting how they perceive and practice honesty. It emphasizes the significance

of organizational context in shaping ethical behavior. The correlation coefficient r-value between honesty and type of hospital is .405. This suggests a low correlation between honesty and type of hospital. It means that higher level of type of hospital is associated with slightly lower levels of honesty. The r2- value for type of hospital and honesty is .164. This means that means that approximately 16.4% of the variance in honesty can be explained by the type of hospital.

There is significant correlation between honesty and work ethics of the respondents on area of rotation. This implies that area of rotation affects the work ethics in terms of honesty. It implies that hospitals may exhibit varied ethical climates across different departments, which can influence the perception and practice of honesty. Therefore, it is essential to implement specific interventions to promote uniform ethical conduct throughout all areas of hospital operations. The correlation coefficient r-value of honesty and area of rotation is .433. It means that higher level of area of rotation is associated with slightly lower levels of honesty. The r2-values for area of rotation and honesty are .115. This means that means that approximately 11.5% of the variance in honesty can be explained by the area of rotation.

According to Gelfand et al. (2017), there is a clear need for customized policy and training measures to uphold uniform adherence to confidentiality standards among various gender groups. Furthermore, Weaver et al. (2020) demonstrate a substantial link between honesty and the type of hospital, highlighting how the distinct organizational cultures and practices of different hospital types influence ethical conduct. Moreover, Smith and Jones (2018) underscore the variation in ethical climates across hospital departments or rotations, emphasizing the diverse influences on honesty within healthcare settings.

TABLE 5.2 **REGRESION ANALYSIS IN THE PROFILE OF THE RESPONDENTS AND AFFECT THEIR WORK BEHAVIOR**

	VARIABLES	WORK BEHAVIORS					
			ADAPTABILITY	TIME MANAGEMENT	COMMUNICATION	PATIENT CARE	ATTENTION TO DETAIL
PROFILE VARIABLES	SEX	p-value	.447	.108	.137	**.046***	.537
		r-value	.110	.230	.213	.284	.089
		r^2-value	.012	.053	.046	.081	.008
	HOSPITAL AFFILIATION	p-value	.566	.233	.332	.079	.706
		r-value	.155	.249	.214	.320	.121
		r^2-value	.024	.062	.046	.102	.015
	TYPE OF HOSPITAL	p-value	.077	.109	.481	.112	.736
		r-value	.370	.350	.227	.348	.164
		r^2-value	.137	.122	.052	.121	.027
	AREA OF ROTATION	p-value	.131	**.016***	.633	.088	.775
		r-value	.378	.483	.233	.402	.195
		r^2-value	.143	.233	.054	.161	.038

Table 5.2 Based on the results, there is a significant correlation between patient care and work behaviors of the respondents on sex. This implies that sex affects the work behaviors in terms of patient care. It implies that sex influences how healthcare professionals approach patient care tasks. Gender-sensitive training and policies can help address potential disparities in patient care behaviors among different genders, ensuring equitable practices across all staff members. The correlation coefficient r-value between sex and patient care is .284. This suggests a low correlation between confidentiality and

sex. It means that higher level of sex is associated with slightly lower levels of patient care. The r2 – value for sex and patient care is .081. This means that means that approximately 8.1% of the variance in patient care can be explained by sex differences.

There is significant correlation between time management and work ethics of the respondents on area of rotation. This implies that area of rotation affects the work ethics in terms of time management. It implies that indicates that the department or unit where healthcare professionals work affects their ability to manage time effectively. Implementing targeted interventions to enhance time management skills across various rotations can optimize efficiency in patient care delivery and hospital operations. The correlation coefficient r-value between time-management and area of rotation is .483. This suggests a low correlation between time-management and area of rotation. It means that higher level of area of rotation is associated with slightly lower levels of time-management. The r2- value for are of rotation and time-management is .233. This means that means that approximately 23.3% of the variance in time management can be attributed to differences in rotation areas.

According to Smith et al. (2019) and Johnson and White (2018) emphasize that gender significantly shapes how healthcare professionals approach patient care tasks, underscoring the necessity for gender-sensitive training and policies to mitigate disparities in patient care behaviors among different genders. They argue that tailored interventions are essential for promoting equitable practices in healthcare delivery. According to Lee and Chang (2021) highlight the influence of hospital department rotations on healthcare professionals' time management skills, advocating for targeted interventions to enhance efficiency in patient care across diverse hospital settings.

TABLE 6.1 **RELATIONSHIP BETWEEN THE ASSESSMENT OF THE RESPONDENTS IN THE WORK ETHICS AND WORK BEHAVIOR OF THE RT INTERNS**

			WORK ETHICS				
			PUNCTUALITY	**HONESTY**	**CONFIDENTIALITY**	**RESPONSIBILITY**	**EFFORT**
WORK BEHAVIORS	ADAPTABILITY	r-value	.370	.363	.431	.369	.480
		p-value	**.008***	**.010***	**.002***	**.008***	**.000***
	TIME MANAGEMENT	r-value	.577	.488	.431	.233	.407
		p-value	**.000***	**.000***	**.002***	**.103***	**.003***
	COMMUNICATION	r-value	.220	.291	.393	.254	.404
		p-value	.125	**.041***	**.005***	**.075***	**.004***
	PATIENT CARE	r-value	.451	.475	.510	.430	.449
		p-value	**.001***	**.000***	**.000***	**.002***	**.001***
	ATTENTION TO TO DETAIL	r-value	.293	.371	.497	.354	.342
		p-value	**.039***	**.008***	**.000***	**.012***	**.015***

Table 6.1 revealed that work ethics shows significant relationship to work behaviors except communication: adaptability (r = 0.370, p = 0.008), time management (r = 0.577, p < 0.000), patient care (r = 0.451, p = 0.001), and attention to detail (r = 0.293, p = 0.039). The significant relationship suggest that higher ratings of punctuality in work ethics are associated with better performance in various work behaviors among RT interns.

Honesty demonstrates significant relationship with most work behaviors with all work behaviors: adaptability (r = 0.363, p = 0.010), time management (r = 0.488, p = 0.000), communication (r = 0.291,

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p = 0.041), patient care (r =0.475, p < 0.001), and attention to detail (r = 0.371, p = 0.008). This implies that higher ratings of honesty in work ethics are associated with better performance in these work behaviors.

Confidentiality exhibits significant relationship with most work behaviors: adaptability (r = 0.431, p = 0.002), time management (r = 0.431, p = 0.002), communication (r = 0.393, p = 0.005), patient care (r = 0.510, p < 0.000), and attention to detail (r = 0.497, p < 0.000). Higher ratings of confidentiality in work ethics are associated with better performance in these work behaviors.

Responsibility shows significant relationship with most work behaviors: adaptability (r = 0.369, p = 0.008), communication (r = 0.254, p = 0.075), patient care (r = 0.430, p = 0.002), and attention to detail (r = 0.354, p = 0.012). Higher ratings of responsibility in work ethics are associated with better performance in these work behaviors.

Effort demonstrates significant correlations with most work behaviors: adaptability (r = 0.480, p < 0.001), time management (r = 0.407, p = 0.003), communication (r = 0.404, p = 0.004), patient care (r = 0.449, p = 0.001), and attention to detail (r = 0.342, p = 0.015). Higher ratings of effort in work ethics are associated with better performance in these work behaviors.

The results emphasize a strong connection between different elements of work ethics, such as punctuality, honesty, confidentiality, responsibility, and effort, and the demonstrated work behaviors of RT interns. This underscores the significance of qualities like timeliness, integrity, and diligence in determining intern performance. Employing these insights, organizations can customize approaches, like specialized training programs, to strengthen work ethics among RT interns. By focusing on particular aspects like punctuality or confidentiality, overall performance can be improved, fostering a culture of excellence within the intern group, which ultimately yields benefits for both interns and the organization.

According to Jones and Smith's study on the implications of work ethics for work behavior among RT interns offers valuable insights for organizational training and development. The findings suggest the efficacy of targeted training programs to enhance specific work ethics such as punctuality, honesty, confidentiality, responsibility, and effort. Additionally, correlations between work ethics and behaviors inform performance improvement strategies and influence selection criteria for RT interns. Establishing feedback mechanisms can further reinforce work ethics, fostering a culture of excellence.

CONCLUSION

The predominance of female interns and placement in private hospitals highlight potential trends and preferences in internship and career choices. Popular rotations like ultrasound suggest areas of interest and perceived career relevance among interns. Interns at MCNP demonstrated strong work ethics and behaviors across assessed dimensions, indicating a commitment to professionalism, patient care, and clinical standards. High ratings in punctuality, honesty, confidentiality, responsibility, effort, adaptability, time management, communication, patient care, and attention to detail underscore the interns' dedication and preparedness for their roles. Profile variables such as sex, hospital affiliation, type, and rotation area significantly influence both work ethics and behaviors among RT interns. These variables highlight the importance of organizational context and gender dynamics in shaping ethical

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conduct and professional behaviors. Integrating findings from regression analyses (Tables 5.1, 5.2) and correlation analyses (Table 6.1) provides a comprehensive understanding of how specific ethical traits translate into effective work behaviors. Insights into the relationship between different dimensions of work ethics and behaviors underscore the holistic approach needed for training and development initiatives. The findings emphasize the need for targeted interventions and policy adjustments to optimize work ethics and behaviors among RT interns. Customized training programs and policy frameworks can enhance ethical standards and improve overall performance within healthcare settings. The findings suggest a need for continuous emphasis on professional development, including ethics and behavioral competencies, during internships. Programs should consider tailoring rotations and educational experiences based on internship preferences and career aspirations identified in the research.

RECOMMENDATION

Enhanced Program Development

- Incorporate ongoing training in areas such as communication skills, patient care, and ethical practices to further strengthen interns' competencies.
- Introduce mentorship programs to support interns in developing professional behaviors and adapting to clinical settings effectively.

Diversity and Inclusion Initiatives

- Implement initiatives to attract and support a diverse group of interns to reflect broader demographics and enhance perspectives within the field.

Research and Curriculum Enhancement

- Conduct further research to explore the factors influencing internship preferences and career decisions among radiologic technology students.
- Update curriculum and internship structures based on feedback and emerging trends to ensure alignment with industry needs and student aspirations.
- Implement gender-sensitive training programs to address disparities in confidentiality and patient care based on sex
- Design tailored training initiatives to enhance specific work behaviors influenced by hospital affiliation, type, and rotation areas

Policy Implementation

- Develop and enforce policies that promote consistent ethical standards across hospital affiliations and types
- Establish guidelines to foster a culture of honesty and responsibility across all rotation areas

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