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Societal Factors and Job Performance among Nurses in Public Hospitals of Kano State, Nigeria

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Abstract
The purpose of this study is to examine the effects of societal factors on job performance among nurses in Public Hospitals of Kano State, Nigeria. An analytical cross-sectional research design was adopted. Primary data collection method was used in which self-administered questionnaires were distributed to a total sample of 273 respondents selected from the target population of 943 nurses working in Public Hospitals of Kano State. Pearson correlation and multiple linear regression model were used to determine the relationship between societal factors and job performance among the respondents. The findings of the study show that majority of the nurses reported that the public's perception of the nursing profession, respect and recognition given to nurses by society affected their job performance, but majority of the nurses reported that negative misconceptions about nursing negatively affected their job performance. The study also found that majority of the nurses reported that socio-economic factors such as income levels and job security, support from family, friends, and social networks influenced their job performance, but majority of the nurses reported that their access to professional development opportunities was not influenced by societal factors like funding and support. In addition, the study found that majority of the nurses reported that government policies and regulations related to healthcare, changes in healthcare policies affected their job performance, but majority of the nurses reported that frequent Posting from one hospital to another did not have an impact on their job performance. Further analysis employing correlation and linear regression showed that all the societal factors such as public perception of nursing, socioeconomic status, as well as healthcare policy and regulations were statistically significant factors that influenced job performance among nurses in this research. Finally, the study recommended that there should be continuous campaigns and enlightenment to the public about negative stereotypes or misconceptions about nursing as this will go a long way of helping nurses to perform their tasks effectively, and more nurses should be sponsored by the government for professional development as this will boost their morals and job performance.
Keywords: Societal Factors, Public Perception of Nursing, Health Policy and Regulations, Job Performance

Introduction
Nursing remains the backbone of healthcare delivery worldwide, accounting for the largest proportion of the health workforce and serving as the primary interface between patients and the health system (World Health Organization: WHO, 2023). In Nigeria, nurses constitute over 60% of healthcare workers in public hospitals and play a vital role in the provision of preventive, curative, and rehabilitative care (Federal Ministry of Health, 2023; Adeyemo et al., 2024). Their

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job performance, defined as the extent to which nurses effectively execute assigned clinical, administrative, and interpersonal responsibilities in accordance with professional standards, is therefore a critical determinant of patient outcomes, patient satisfaction, and overall health system efficiency (Ibrahim et al., 2025; Okafor & Eze, 2022).

In Kano State, the most populous state in Nigeria, public hospitals continue to grapple with concerns relating to poor job performance among nurses. Reports of absenteeism, lateness, poor attitude to patients, high turnover intention, and declining quality of nursing care have become increasingly common (Abubakar et al., 2023; Musa & Abdullahi, 2024). These concerns persist despite various interventions by government and hospital management, including staff recruitment, training, and infrastructural upgrades. This suggests that the determinants of nurses' job performance go beyond the immediate organisational environment to broader societal conditions within which nurses live and work.

Scholarly attention has increasingly shifted towards societal factors as important predictors of job performance in the health sector (Ten Hoeve et al., 2024; Bala et al., 2025). Societal factors refer to the social, cultural, economic, and institutional conditions that shape individuals' behaviour, attitudes, and work outcomes. In the context of this study, three societal factors are examined: public perception of nursing, socio-economic status, and healthcare policy and regulations. These factors were selected because they are particularly salient in the Kano State context and have been consistently identified in the literature as influencing the professional conduct and performance of nurses (Bello & Yakubu, 2023; Adamu & Garba, 2023; Eze & Okonkwo, 2023). Public perception of nursing symbolises the collective beliefs, attitudes, and images that members of society hold about the nursing profession (Godsey et al., 2023; Ten Hoeve et al., 2024). In many parts of northern Nigeria, including Kano State, nursing is still perceived as a low-prestige, subordinate, and predominantly female occupation, rather than an autonomous and intellectually demanding profession (Bello & Yakubu, 2023; Usman et al., 2024). This negative perception is reinforced by cultural and religious norms, media portrayal, and limited public understanding of the scope of nursing practice. Empirical evidence indicates that when nurses perceive that their profession is undervalued by society, their professional self-esteem, job satisfaction, and commitment decline, with attendant negative effects on job performance (Mohammed & Sani, 2024; Afolabi et al., 2022). Conversely, a favourable public image has been found to strengthen professional identity and motivate nurses to perform optimally (Liu et al., 2023). Socio-economic status, which encompasses income, educational attainment, occupational prestige, and access to social amenities, is another societal factor with significant implications for job performance (Adamu & Garba, 2023; Chukwu et al., 2023). Nurses in public hospitals in Kano State are confronted with relatively low remuneration in the face of rising cost of living, inflation, and increasing family responsibilities (Aminu et al., 2024; Nwankwo & Ibrahim, 2023). Consequently, many nurses engage in dual practice and other income-generating activities to supplement their earnings, a practice that has been associated with fatigue, burnout, divided attention, and reduced performance at their primary place of employment (Bala et al., 2025; Okoro et al., 2022). Furthermore, nurses with limited socio-economic resources often lack access to continuing professional development, which is essential for maintaining clinical competence and improving performance (Chukwu et al., 2023).

Healthcare policy and regulations represent the institutional framework that governs nursing practice. These include policies on recruitment, remuneration, promotion, staffing, scope

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of practice, and professional regulation as stipulated by the Federal Ministry of Health and the Nursing and Midwifery Council of Nigeria (NMCN, 2024; Federal Ministry of Health, 2023). In Nigeria, the implementation of such policies has been characterised by inconsistencies, delays in promotion and salary payment, inadequate staffing, and weak enforcement of regulatory standards (Adeyemo et al., 2024; Eze & Okonkwo, 2023). When nurses perceive healthcare policies as inequitable or poorly implemented, their organisational commitment and job performance tend to decline (Ibrahim et al., 2025). On the other hand, effective policy implementation that guarantees fair remuneration, clear career progression, and adequate staffing has been shown to enhance job performance (WHO, 2023).

Despite the relevance of these factors, empirical studies that jointly examine public perception of nursing, socio-economic status, and healthcare policy and regulations as predictors of job performance among nurses in public hospitals in Kano State are scarce. Existing studies have either focused on single factors, been conducted in other geopolitical zones with different socio-cultural contexts, or emphasised organisational rather than societal determinants (Musa & Abdullahi, 2024; Usman et al., 2024). This gap in the literature limits the evidence base for policy and managerial interventions aimed at improving nurses' performance in Kano State.

Therefore, it is against this background that this study seeks to examine societal factors and job performance among nurses in public hospitals of Kano State, Nigeria. The specific objectives are to: (i) examine the effect of public perception of nursing on job performance among nurses; (ii) assess the effect of socio-economic status on job performance among nurses; and (iii) determine the effect of healthcare policy and regulations on job performance among nurses in public hospitals of Kano State. The findings of this study are expected to provide useful insights for hospital administrators, the Kano State Ministry of Health, the NMCN, and policymakers in designing strategies to enhance the image of nursing, improve nurses' socio-economic welfare, and strengthen policy implementation for improved job performance and quality of patient care.

Empirical Literature Review on Societal Factors and Nurses' Job Performance

This empirical literature reviews examine studies that have explored the relationship between various societal factors such as socio-economic status, public perception of nursing, healthcare policy and regulations that influenced nurses' job performance.

Public Perception of Nursing and Nurses' Job Performance

Several scholars studied the relationship between societal factors and nurses' job performance. Scholars such as Reed and Hade, (2023), Oluwatoyin, et al. (2022), Mustafa and King, (2021), Lee and Kim (2021), Nguyen et al. (2020), and Johnson et al. (2020) examined the effect of public perception of nursing on nurses' job performance. Public perception refers to societal attitudes, beliefs, and stereotypes about nurses. These perceptions are shaped by media portrayal, cultural norms, personal experiences, and educational awareness. Cohen et al., (2023), Reed and Hade, (2023), Mustafa and King, (2021), and Nguyen et al. (2020) reported that positive community perceptions of nursing were associated with higher levels of job satisfaction, engagement and job performance among nurses. In communities where nursing is respected, nurses demonstrate greater commitment. Cultural attitudes toward nursing significantly influenced the profession's appeal and subsequently job performance. Societal respect for nurses and recognition of their critical roles enhanced job pride and motivation. Conversely, negative

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stereotypes and undervaluation of nursing led to diminished morale and increased turnover rates as well as low job performance among nurses.

Oluwatoyin, et al. (2022) examined the relationship between Perception and job performance among nurses in Nigeria. The study found out that there was a positive correlation between positive public perception on nursing and job performance among nurses in the study area. The study also reported that negative perceptions, often fuelled by misinformation, contributed to decreased motivation and suboptimal performance among Nigerian nurses, especially in rural settings.

Lee and Kim (2021) explored the relationship between public perception and nurses' job performance in South Korea. The study found out that there was a positive correlation between positive public perception on nursing and job performance among nurses in the study area. The study also highlighted that positive societal attitudes towards nurses were linked to higher levels of work engagement and job performance. Conversely, negative stereotypes were associated with burnout, decreased effectiveness and lower job performance among nurses.

Johnson et al. (2020) studied the effect of media influence and nursing performance in Australia. The study found out that there was a positive correlation between positive societal views and job performance among nurses in the study area. The study also observed that positive societal views, reinforced through media and community recognition, correlated with increased proactive behaviours and higher quality care delivery among nurses.

Ojo & Adeyemi, (2022) explored the effect of public perception of nursing on job performance among nurses in Nigeria. The study found out that there was a negative relationship between societal stereotypes and job performance among nurses in the study area. The study also revealed that societal stereotypes, especially toward female nurses, contributed to negative perceptions, including beliefs that nursing was a low-status or less intellectual profession. Such perceptions negatively influenced patient trust and community support.

Martinez, García, & Ruiz, (2022) explored the effect of public perception of nursing on job performance among nurses in Spain. The study found out that there was a negative relationship between public perceptions and job performance among nurses in the study area. The study also indicated that negative public perceptions correlate with lower patient trust, which in turn affected nurses' perceived and actual performance. Nurses reported feeling of undervalued, leading to decreased motivation and job performance.

Lee and Kim (2020) studied the effect of media stereotypes and public trust on job performance among nurses in South Korea. The study found out that there was a negative relationship between media stereotypes, public trust and job performance among nurses in the study area. The study also identified that media portrayals often depicted nurses stereotypically as caring but passive figures, which diminished perceived competence and authority, affecting public trust negatively.

Socio-Economic Factors and Nurses' Job Performance

Scholars such as Patel et al. (2023), When, et al. (2023), Afolabi et al., (2022), Johnson and Smith (2022), Akinlua, et al. (2021), and Kumar and Singh (2021) examined the relationship between socio-economic factors and job performance among nurses. Socio-economic status (SES) encompasses factors such as income, educational attainment, and occupational prestige. It influences various aspects of individuals' professional and personal lives, including job

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performance and satisfaction. Patel et al. (2023), When, et al. (2023), and Afolabi et al., (2022), reported that nurses from lower socioeconomic backgrounds reported higher levels of job stress and burnout, which negatively affected their performance. Several studies have explored how socio-economic factors relate to nurses' job performance. For example, Johnson and Smith (2022) explored the effect of socio-economic disparities on job performance among nurses in United States. The study found out that there was a negative correlation between socio-economic disparities and job performance among nurses in the study area. The study also revealed that lower socio-economic status nurses faced higher work-related stress, negatively affecting their job performance and patient outcomes.

Akinlua, et al. (2021) examined the relationship between socio-economic factors and job performance among nurses in Nigeria. The study found out that there was a positive correlation between socio-economic factors and job performance among nurses in the study area. The study also indicated that nurses with higher socio-economic status reported greater job satisfaction and performance levels, attributed to better access to professional development and resources.

Kumar and Singh (2021) studied the effect of socio-economic factors, stress and job performance among nurses in India. The study found out that there was a positive correlation between socio-economic factors and job performance among nurses in the study area. The study also reported that nurses with higher socio-economic status especially those with advanced degrees and better income, demonstrated higher efficiency, adherence to protocols, and patient care standards. Elevated socio-economic status enhances confidence and capacity to perform complex tasks effectively.

Patel, Kumar, & Singh, (2023) investigated the effect of socio-economic status on job performance among nurses in urban hospitals in Delhi, India. The study found out that there was no significant relationship between socio-economic status and job performance among nurses in the study area. The study also revealed that although socio-economic status was initially correlated with job satisfaction, it did not directly influence job performance. Instead, burnout levels mediated the relationship, with higher burnout linked to poorer performance regardless of socio-economic status. This suggests that individual socio-economic status might not directly impacted on job performance when psychological factors were not considered.

Johnson & Lee, (2022) explored the effect of socio-economic status on job performance among nurses in urban hospitals in California, United States. The study found out that there was no significant relationship between socio-economic status and job performance among nurses in the study area. The study also revealed that despite hypothesizing that higher socio-economic status (as measured by education and income) would associate with better job performance but the results showed no significant association. They posited that standardized training, professional development opportunities, and institutional policies mitigate the effects of personal socio-economic status on performance outcomes.

Adebola, Akinbode, & Olawale, (2021) examined the relationship between socio-economic status and job performance among nurses in tertiary hospitals in Lagos, Nigeria. The study found out that there was no significant relationship between socio-economic status (income, education level) and job performance among nurses in the study area. The authors suggested that systemic factors such as hospital workload, resource availability, and organizational culture overshadowed individual socio-economic status.

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Healthcare Policy, Regulation and Nurses' Job Performance

Scholars such as Kim and Lee (2023), Chen et al. (2021), Adebayo et al. (2021), Shanafelt et al. (2020), and Li et al. (2019) examined the relationship between healthcare policy, regulation and nurses' job performance. Several studies suggest that well-structured policies can enhance nurses' efficiency and quality of care, whereas poorly designed regulations may hinder job performance. Kim and Lee (2023) studied the relationship between healthcare policy, regulation and job performance among nurses. The study found out that there was a positive correlation between healthcare policy, regulation and job performance among nurses in the study area. The study also reported that organizational policies focusing on continuous professional development and mental health support were vital for improving job performance among nurses. They also highlighted that institutional support significantly correlated with improved job performance and decreased turnover intentions among nurses.

Adebayo et al. (2021) evaluated the effect of healthcare policy reforms and job performance among nurses in Nigeria. The study found out that there was a positive correlation between healthcare policy reforms and job performance among nurses in the study area. The study also reported that policy reforms aimed at improving nurse-to-patient ratios and workload management significantly improved nurses' clinical performance and adherence to protocols. Chen et al. (2021) studied the effect of staff policies and regulations on job performance and satisfaction among nurses. The study found out that there was a positive correlation between staff policies and regulations and job performance among nurses in the study area. The study also showed that states with more favourable nurse staffing laws had nurses who reported higher job satisfaction, leading to a better performance record in patient care.

Shanafelt et al. (2020) examined the relationship between healthcare policy, regulation on nurses' job performance among nurses in United States. The study found out that there was a positive correlation between healthcare policy, regulation and job performance among nurses in the study area. The study also indicated that policies promoting optimal staffing levels improve nurses' ability to deliver quality care, reducing burnout and errors.

Li et al. (2019) explored the effect of continuing professional development policies on nurses' job performance among nurses in China. The study found out that there was a positive correlation between continuing professional development policies and job performance among nurses in the study area. The study also showed that policy initiatives targeting continuing professional development and standardized guidelines were associated with higher performance levels among nurses. Li & Zhao. (2022) explored the effect of healthcare policy and regulation on job performance among nurses in China. The study found out that there was a negative relationship between healthcare policy, regulation and job performance among nurses in the study area. The study also revealed that stricter compliance requirements increased administrative pressure, leading to higher burnout rates among nurses, which negatively impacted their clinical performance and patient outcomes. Smith et al. (2021) explored the effect of healthcare policy and regulation on job performance among nurses in the United States. The study found out that there was a negative relationship between healthcare policy, regulation and job performance among nurses in the study area. The findings also revealed that increased administrative tasks due to new documentation policies led to higher stress levels, reduced time for direct patient care, and decreased job satisfaction, adversely affected job performance among nurses. Ahmed et al. (2020) evaluated the effects of policy reforms on job performance among nurses in Egypt. The study

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found out that there was a negative relationship between healthcare policy reforms and job performance among nurses in the study area. The findings also revealed that restrictive policies limited nurses' autonomy, demotivating staff and reducing the quality of care delivered, with some nurses reporting feelings of helplessness and frustration.

Theory Related to Societal Factors and job performance

Societal factors encompass broader social, cultural, and economic elements that can influence an individual's job performance. For nurses, societal factors include public perception of the nursing profession, socio-economic conditions, and the impact of policy and legislation on healthcare systems. This theoretical literature review explores key theory that explains how societal factors influence nurses' job performance.

Economic Stress Theory

The Economic Stress Theory explains how financial hardship and economic instability significantly influence individuals' mental health, well-being, and overall functioning. It emphasizes how economic pressures such as unemployment, low income, or financial insecurity can lead to stress, dissatisfaction, poor job performance which in turn affects health behaviours and health outcomes. In nursing, this theory helps to understand how economic challenges affect patient health outcomes, healthcare access, and nurses' own well-being (Kumar, & Singh, 2023, Liu, et al., 2022).

Application of Economic Stress Theory to this Study

Economic Stress Theory provides a valuable framework for understanding the multifaceted impacts of financial hardship on both patients and healthcare providers (nurses). Nurses working in socioeconomically disadvantaged settings often encounter patients facing financial barriers, requiring them to adapt care plans and advocate for resources. Economic stress can contribute to burnout, job dissatisfaction, poor performance, and mental health issues among nurses, impacting care quality. Applying this theory in nursing practice encourages targeted interventions to reduce economic barriers, improve mental health, and promote resilience among nurses and provide social support programs.

Research Method

Research Design

This study adopted an analytical cross-sectional research design because the study aimed at examining the relationship between societal factors and job performance among nurses and necessary information on this relationship was gathered through the use of self-administered questionnaire at a go. This choice of the research design is supported by the statement of Smith, & Lee, (2022), Wang, & Hsiao, (2021) that when a researcher is faced with a situation where he/she will identify or examine potential associations or relationships between different variables within the population and gather data just once from a cross-section of different respondents for the purpose of answering research questions the appropriate research design for his/her study is analytical cross-sectional research design. The cross-sectional research design required one to use a number of data collection methods and collect information from a cross-section of respondents (Wang, & Hsiao, 2021). Therefore, this study also employed quantitative approach.

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The quantitative method aspect of the study involved the use of random sampling technique, self-administered questionnaire for data collection, as well as the use of statistical tools for presentation and analysis of data from various respondents (nurses) in order to draw inference about the societal factors that influence nurses' job performance in public hospitals of Kano, Nigeria, (Guetterman, & Fetters, 2020).

Study Population

The target population of this study consists of all 943 nurses (Kano State Hospital Management Board, 2024) working in nine (9) public hospitals selected from three (3) Kano Senatorial Zones/Districts (i.e. Kano Central, Kano South and Kano North). The hospitals selected from Kano Central include Murtala Mohammed Specialist Hospital Kano, Mohammed Abdullahi Wase Teaching Hospital Kano, and Imam Wali General Hospital. While, the hospitals selected from Kano South consist of Gaya General Hospital, Rano General Hospital, and Takai General Hospital. Finally, the hospitals selected from Kano North comprise of Danbatta General Hospital, Gwarzo General Hospital, and Bichi General Hospital.

Sample Size Determination

The sample size for this study was determined by using Krecie and Morgan (1967)'s formula. A total sample of 273 respondents were selected from the target population of 943 nurses working in nine (9) public hospitals selected from three (3) Kano Senatorial Zones/Districts (i.e. Kano Central, Kano South and Kano North), as can be seen below;

$$s = \frac{x^2\, Np\, (1-p)}{d^2\, (N-1) + x^2\, p\, (1-p)}$$

Where s = required sample size

x^2 = the table value of chi-square for degree of freedom at the desired confidence level (3.841)

N = the population or target population = 943

P = the population proportion (assumed to be 50% or 0.50 since this would provide the maximum sample size)

d^2 = the degree of accuracy expressed as a proportion (5% 0r 0.05)

$$s = \frac{3.841 \times 943 \times 0.50\, (1-0.50)}{(0.05)^2\, (943-1) + 3.841 \times 0.50\, (1-0.50)}$$

$$s = \frac{905.516}{3.315}$$

$$\mathbf{s = 273}$$

Sample Size Distribution

for proper distribution of these 273 sample size the proportional stratified random sampling technique was used under which the sizes of the samples from the different strata or hospitals were kept proportional to the sizes of the hospitals or strata (Tourangeau, et al., 2020, Kothari and Garg, 2014). This can be shown in table 1 below;

Table 1: Allocation of 273 Sample Size to Nine Different Hospitals/Strata

S/N	HOSPITALS	POPULATION	SAMPLE SIZE
1	Murtala Mohammed Specialist Hospital Kano	480	139

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2	Mohammed Abdullahi Wase Teaching Hospital Kano	249	72
3	Imam Wali General Hospital	30	9
4	Gaya General Hospital	28	8
5	Rano General Hospital	26	8
6	Takai General Hospital	29	8
7	Danbatta General Hospital	31	9
8	Gwarzo General Hospital	32	9
9	Bichi General Hospital	38	11
	TOTAL	**943**	**273**

Sources: Kano State Hospital Management Board, 2024

Data Collection Method

This study used primary data collection method which involved survey/questionnaire and the data collection instrument used in this study was self-administered questionnaires distributed to the respondents.

Validity of the Research Instruments

It is observed that validity of the research instrument is concerned with the idea that research design fully addressed the research objectives. The validity of a research instrument is the degree to which the instrument actually measures or collects data on what it is really intended to measure (Sharma, & Sahoo, 2021). In this current study, the validity of the research instrument was established through face validity, content validity and construct validity as follows;

Face Validity

This is where the supervisors were provided with the draft of the research instrument (questionnaire) to check for its validity. Face validity is important because it provides an idea about the validity of the instruments used (questionnaire). Therefore, the supervisors were provided with the draft of the questionnaire for their inputs. Hence their inputs were used to improve the instrument.

Content Validity

To ascertain the content validity, content validity index (CVI) was computed from the responses of 5 specialists or experts in the field of study in which they assessed the questionnaire items' suitability and relevance vis-à-vis to the objectives of the study. Therefore, these assessors or experts were asked to rate the validity of all the items on the questionnaire using the scale of: not relevant (NR) = 1; somewhat relevant (SR) = 2; quite relevant (QR) = 3; relevant (R) = 4; and very relevant (VR) = 5. The relevant and very relevant were summed up and divided by the sum of all items as can be seen using content validity index formula as shown below;

$$\text{CVI} = \frac{Number\ of\ questions\ ticked\ relevant\ (R\ \&\ VR)}{Total\ number\ of\ questions}$$

Table 2: Questionnaire Content Validity Index (CVI) Results

VARIABLES	EXPERTS	AVERAGE

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	1 (CVI)	2 (CVI)	3 (CVI)	4 (CVI)	**5** (CVI)	
Public Perception of Nursing	0.92	1	0.94	0.96	1	0.96
Socioeconomic Status	0.88	1	0.86	0.74	0.82	0.86
Healthcare Policy and Regulations	1	1	0.82	0.90	0.78	0.90
Societal Factors						**0.91**
Quality of Care	0.78	0.80	0.94	0.91	0.86	0.86
Professionalism	1	0.92	0.80	0.79	0.93	0.89
Job Performance						**088**
AVERAGE						**0.90**

Sources: primary field data, 2025

The results of the content validity index tests of the questionnaire items from the table 2 show that societal factors had 0.91 and job performance had 088. The final overall average for the whole questionnaire had 0.90. Therefore, comparing these results with the conventional research wisdom which required that a credible research instrument should have validity score from 0.7 and above shows that the questionnaire items and the whole questionnaire is credible and valid for use in this research (Cohen, & Swerdlik, 2018; Bryman, 2016). Hence, any instrument or item on the questionnaire that scored less than 0.7 was refined or discarded completely and any other instruments or items that scored 0.7 or more were considered valid in which they were used for data collection in this study.

Construct Validity

The questionnaire was also subjected to the factor analysis (Exploratory Factor Analysis, EFA) to determine its validity using construct validity (convergent) test. According to the accepted rule of thumb for measuring construct validity using KMO values as suggested by Tabachnick, & Fidell, (2019); Haynes, (2018); Field, (2013) value of 0.900 and above is superb, 0.800 – 0.899 is great, 0.700 – 0.799 is good, 0.600 – 0.699 is mediocre, 0.500 – 0.599 is acceptable. The rule of thumb states that KMO should be greater or equal to 0.5 to show sample adequacy, while Bartlett's test of sphericity Sig. value should be less than 0.05 (Tabachnick, & Fidell, 2019; Haynes, 2018). The convergent validity test was shown in table 3.

Table 3: Convergent Validity Results of the Questionnaire Items

Variable		**KMO**	**Bartlett's test**			**Determinant**
			Chi-squire	**df**	**Sig.**	
Societal Factors	Public Perception of Nursing	0.777	1.018E3	3	0.000	0.001
	Socioeconomic Status	0.859	1.136E3	6	0.000	0.001
	Healthcare Policy and Regulations	0.745	864.681	3	0.000	0.006
Job Performance	Quality of Care	0.858	1.266E3	6	0.000	0.001
	Professionalism	0.778	365.704	6	0.000	0.001

Sources: primary field data, 2025

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The table 3 shows Exploratory Factor Analysis (EFA) results of the study variables. The KMO values show that all the variables were acceptable as they all have values greater than 0.5, the Bartlett's test of sphericity Sig. values were all 0.000. The rule of thumb states that KMO should be greater or equal to 0.5 to show sample adequacy, while Bartlett's test of sphericity Sig. value should be less than 0.05 (Tabachnick, & Fidell, 2019; Haynes, 2018). Based on this assumption it implies that the study sample was adequate enough to continue with factor analysis.

Reliability of the Research Instruments

The importance of research reliability calls for concern to ensure that the data collection instrument should be able to yield the same results when repeated tests are conducted on the same respondents under the same conditions (Sharma, & Sahoo, 2021). The reliability of the research instrument was obtained by carrying out a pilot study (pre-test) on the study population Therefore, the data obtained from the pilot study was subjected to reliability test through the use of the Cronbach's (1964) alpha ($\propto$) test so as to ascertain the internal consistency of the study variables or questionnaire items. Any instrument or item after the reliability test that was found to be less than 0.7 was studied for readjustment or discarded completely, and any instrument or item that scored 0.7 or more was considered reliable for the purpose of this study. Finally, the average score (i.e. 0.7 or more) of the all items was taken for the whole questionnaire to be fit and reliable for use in this study. Therefore, reliability tests using Cronbach alpha are shown in the table 4:

Table 4: Reliability Tests Results

Variables		Cronbach Alpha	Number of items
Societal Factors	Public Perception of Nursing	0.968	3
	Socioeconomic Status	0.953	4
	Healthcare Policy and Regulations	0.951	3
Job Performance	Quality of Care	0.960	4
	Professionalism	0.817	4
Average		**0.930**	

Sources: primary field data, 2025

Classification on quality of Cronbach's Alpha value by Sharma, & Sahoo, (2021), state that value of 0.9 to 1 is excellent, between 0.8 and 0.899 is good, 0.7 to 0.799 is acceptable, 0.6 to 0.699 is questionable and 0.5 to 0.599 is poor, and below 0.5 as unacceptable. The results obtained from this analysis as depicted from table 4 shows that Cronbach's Alpha values were all well high, indicating a high reliability of the research instrument. Therefore, this implies that the questionnaire items and the whole questionnaire are reliable, credible and consistent for use in this research (Sharma, & Sahoo, 2021).

Findings Presentation, Interpretation and Discussion

In this section, the analysis and interpretation of relationship between societal factors such as public perception of nursing, socio-economic status, as well as healthcare policy and regulations and job performance were presented. First, descriptive statistics of the independent variable were presented and thereafter, the Pearson correlation and regression analysis of the independent

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variable and dependent variable was undertaken in order to establish how this independent variable affected job performance among the respondents.

Table 5: Descriptive Statistics of Public Perception of Nursing among Nurses

Statements	SD	D	N	A	SA	Total	Mean	S. D	Decision
The public's perception of the nursing profession positively affects my motivation and job performance.	12 (4.40%)	51 (18.90%)	4 (1.50%)	184 (68.10%)	19 (7.00%)	270 (100%)	3.54	1.018	**High perception**
Negative stereotypes or misconceptions about nursing affect my job satisfaction and performance.	16 (5.90%)	15 (20.40%)	4 (1.50%)	171 (63.30%)	24 (8.90%)	270 (100%)	3.49	1.093	**Low perception**
The level of respect and recognition given to nurses by society affects my motivation and career commitment.	17 (6.30%)	45 (16.70%)	4 (1.50%)	178 (65.90%)	26 (9.60%)	270 (100%)	3.56	1.074	**High perception**

Sources: field research, 2025. **Weighted average = 3.53**

Table 5 shows that majority of the nurses reported that the public's perception of the nursing profession positively affected their motivation and job performance (mean = 3.54), and the level of respect and recognition given to nurses by society affected their motivation and career commitment (mean = 3.56). On the other hand, majority of the nurses reported that negative stereotypes or misconceptions about nursing negatively affected their job satisfaction and performance (mean = 3.49).

Table 6: Descriptive Statistics of Socioeconomic Status among Nurses

Statements	SD	D	N	A	SA	Total	Mean	S. D	Decision
Socioeconomic factors such as income levels and job security influence my ability to perform effectively as a nurse.	20 (7.40%)	42 (15.60%)	5 (1.90%)	175 (64.80%)	28 (10.40%)	270 (100%)	3.56	1.102	**High perception**
My access to professional development opportunities is influenced by societal factors like funding and support.	18 (6.70%)	50 (18.50%)	5 (1.90%)	178 (65.90%)	19 (7.00%)	270 (100%)	3.48	1.079	**Low perception**

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Support from family, friends, and social networks positively influences my job performance.	18 (6.70%)	50 (18.50%)	7 (2.60%)	157 (58.10%)	38 (14.10%)	270 (100%)	3.54	1.142	**High perception**
Lack of social support affects my stress levels and job performance.	18 (6.70%)	50 (18.50%)	6 (2.20%)	164 (60.70%)	32 (11.90%)	270 (100%)	3.53	1.123	**High perception**

Sources: field research, 2025. **Weighted average = 3.52**

Table 6 shows that majority of the nurses reported that socio-economic factors such as income levels and job security influenced their ability to perform effectively as a nurse (mean = 3.56), support from family, friends, and social networks positively influenced their job performance (mean = 3.54), and lack of social support affected their stress levels and job performance (mean = 3.53). On the other hand, majority of the nurses reported that their access to professional development opportunities was not influenced by societal factors like funding and support (mean = 3.48).

Table 7: Descriptive Statistics of Healthcare Policy and Regulations among Nurses

Statements	SD	D	N	A	SA	Total	Mean	S. D	Decision
Government policies and regulations related to healthcare have an impact on my job performance.	28 (10.40%)	65 (24.10%)	9 (3.30%)	129 (47.80%)	39 (14.40%)	270 (100%)	3.32	1.271	**High perception**
Changes in healthcare policies affect the resources and support available for nursing staff.	19 (7.00%)	75 (27.80%)	9 (3.30%)	134 (49.60%)	33 (12.20%)	270 (100%)	3.32	1.202	**High perception**
Frequent Posting from one hospital to another have an impact on my job performance.	25 (9.30%)	70 (25.90%)	10 (3.70%)	132 (48.90%)	33 (12.20%)	270 (100%)	3.29	1.237	**Low perception**

Sources: field research, 2025. **Weighted average = 3.31**

Table 7 shows that majority of the nurses reported that government policies and regulations related to healthcare had an impact on their job performance (mean = 3.32), and changes in healthcare policies affected the resources and support available for nursing staff (mean = 3.32). On the other hand, majority of the nurses reported that frequent Posting from one hospital to another did not have an impact on their job performance (mean = 3.29).

Correlation Analysis of Societal Factors and Job Performance

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In this section, the analysis of relationship between societal factors such as public perception of nursing, socioeconomic status, as well as healthcare policy and regulations and job performance was undertaken in order to establish how public perception of nursing, socioeconomic status, as well as healthcare policy and regulations affected job performance among the respondents. Pearson correlation was first executed to determine their relationship and thereafter, the multiple linear regression was also performed to find out by what percentage these factors contributed to the job performance among the nurses in the study areas. This was intended to provide support or otherwise of the null hypothesis which states that "societal factors have not significantly influenced job performance among nurses in Public Hospitals of Kano State, Nigeria" As indicated, the hypothesis was first tested using Pearson correlation which yielded the results on table 8 as follows:

Table 8: Correlation between Public Perception of Nursing, Socio-economic Status, Healthcare Policy and Regulations and Job Performance

	Job Performance	Public Perception of Nursing	Socio-economic Status	Healthcare Policy and Regulations
Job Performance	1			
Public Perception of Nursing	.675**	1		
Socio-economic Status	.651**	.788**	1	
Healthcare Policy and Regulations	.469**	.392**	.457**	1

Sources: field research, 2025. **. Correlation is significant at the 0.01 level (2-tailed).

The results from table 8 show that there was a positive significant relationship [r (270) = 0. .675, p<0.01] between public perception of nursing and job performance. This implies that the more public have good perception about nursing profession the better nurses perform on their duties. The results also show that there was a positive significant relationship [r (270) = 0.651, p<0.01] between socio-economic status and job performance. This signifies that the more nurses have good socio-economic status the more effective they will perform on their duties. Finally, results show that there was a positive significant relationship [r (270) = 0.469, p<0.01] between healthcare policy and regulations and job performance. This means that when good healthcare policy and regulations are provided the better and effective nurses will perform on their duties.
it is easy to understand that public perception of nursing, socio-economic status, as well as healthcare policy and regulations are all significant factors that influence job performance in this study. The relationship being positive implies that the more public perception of nursing, socio-economic status, as well as healthcare policy and regulations are provided to the nurses the more and better they will perform on their duties.

Regression Analysis of Societal Factors and Job Performance

Furthermore, to get more details or general picture on the overall influence of public perception of nursing, socio-economic status, as well as healthcare policy and regulations on job performance among the nurses in this study the multiple linear regression was performed.

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Table 9: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.724[a]	.524	.519	.63813	.524	97.650	3	266	.000

Sources: field research, 2025, a. Predictors: (Constant), Healthcare Policy and Regulations, Public Perception of Nursing, Socio-economic Status

Table 9 shows that this study employed the multiple linear regression analysis at 95% confidence interval. The analysis showed a good model fit: F (3, 266) = 97.650, $p<0.01$, $R^2 = 0.524$. This means that public perception of nursing, socio-economic status, as well as healthcare policy and regulations in this analysis contributed 52.40% variations or changes in the nurses' job performance. In other words, this implies that one (1) unit variation or change in public perception of nursing, socio-economic status, as well as healthcare policy and regulations will lead to 52.40% of variations or changes in job performance among the nurses in this study.

Table 10: Multiple Linear Regression Results for Public Perception of Nursing, Socio-economic Status, Healthcare Policy and Regulations and Job Performance

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	.639	.185		3.458	.001	.275	1.003		
	Public Perception of Nursing	.403	.068	.410	5.963	.000	.270	.536	.378	2.642
	Socio-economic Status	.235	.071	.236	3.322	.001	.096	.374	.354	2.828
	Healthcare Policy and Regulations	.183	.044	.200	4.200	.000	.097	.269	.788	1.269

Sources: field research, 2025, a. Dependent Variable: Job Performance

The results of multiple linear regression on table 10 further reveal that public perception of nursing was positively and statistically significant factor (beta = 0.410, t = 5.963, $p<0.01$) that increased job performance among the nurses in the study areas. The results also show that increasing public perception of nursing by one (1) unit, the job performance among the nurses will increase by 41%. The results from table 10 also indicate that socio-economic status was positively and statistically significant factor (beta= 0.236, t = 3.322, $p<0.01$) that increased job performance among the nurses in the study areas. The results also show that increasing socio-economic status by one (1) unit, the job performance among the nurses will increase by 23.60%. In addition, the results from table 10 indicate that healthcare policy and regulations was positively and statistically significant factor (beta = 0.200, t = 4.200, $p<0.01$) that increased job performance among the

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nurses in the study areas. The results also show that increasing healthcare policy and regulations by one (1) unit, the job performance among the nurses will increase by 20%.

Finally, the results from table 10 show that all the societal factors such as public perception of nursing, socio-economic status, as well as healthcare policy and regulations were all statistically significant factors that influence job performance among nurses in this study. The relationship being positive implies that the more public perception of nursing, socio-economic status, as well as healthcare policy and regulations are provided to the nurses the more and better they will perform on their duties.

Discussion of the Findings

The results of multiple linear regression on table 10 reveal that public perception of nursing was positively and statistically significant factor that increased job performance among the nurses in the study areas. This finding is in agreement with the scholars such as Reed & Hade, (2023), Oluwatoyin, et al. (2022), Mustafa & King, (2021), Lee & Kim (2021), Nguyen et al. (2020), and Johnson et al. (2020), who found out that there was a positive significant relationship between public perception of nursing and job performance among the nurses in their study areas. However, this study is found to be in disagreement with the findings of Ojo & Adeyemi, (2022), Martinez, García, & Ruiz, (2022) and Lee and Kim (2020) who found out that there was a negative relationship between public perception of nursing and job performance among the nurses in their study areas.

The results from table 10 also indicate that socio-economic status was positively and statistically significant factor that increased job performance among the nurses in the study areas. This finding is in agreement with the scholars such as Patel et al. (2023), When, et al. (2023), Afolabi et al., (2022), Johnson & Smith (2022), Akinlua, et al. (2021), and Kumar & Singh (2021), who found out that there was a positive significant relationship between socio-economic status and job performance among the nurses in their study areas. However, this study is found to be in disagreement with the findings of Patel, Kumar, & Singh, (2023), Johnson & Lee, (2022) and Adebola, Akinbode, & Olawale, (2021), who found out that socio-economic status was not a significant factor that determined job performance among the nurses in their study areas. In addition, the results from table 10 indicate that healthcare policy and regulations was positively and statistically significant factor that increased job performance among the nurses in the study areas. This finding is in agreement with the scholars such as Kim & Lee (2023), Chen et al. (2021), Adebayo et al. (2021), Shanafelt et al. (2020), and Li et al. (2019), who found out that there was a positive significant relationship between healthcare policy and regulations and job performance among the nurses in their study areas. However, this study is found to be in disagreement with the findings of Li & Zhao. (2022), Smith et al. (2021) and Ahmed et al. (2020) who found out that there was a negative relationship between healthcare policy, regulations and job performance among the nurses in their study areas.

Finally, the results from table 10 show that all the societal factors such as public perception of nursing, socio-economic status, as well as healthcare policy and regulations were all statistically significant factors that influence job performance among nurses in this study. The relationship being positive implies that the more public perception of nursing, socio-economic status, as well as healthcare policy and regulations are provided to the nurses the more and better they will perform on their duties.

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Conclusion

This study at assessing the relationship between societal factors and job performance among nurses in public hospitals of Kano State, Nigeria. The study found that majority of the nurses reported that the public's perception of the nursing profession positively affected their motivation and job performance, and the level of respect and recognition given to nurses by society affected their motivation and career commitment, but majority of the nurses reported that negative stereotypes or misconceptions about nursing negatively affected their job satisfaction and performance. The study also found that majority of the nurses reported that socio-economic factors such as income levels and job security influenced their ability to perform effectively as a nurse, support from family, friends, and social networks positively influenced their job performance, and lack of social support affected their stress levels and job performance, but majority of the nurses reported that their access to professional development opportunities was not influenced by societal factors like funding and support. In addition, the study found that majority of the nurses reported that government policies and regulations related to healthcare had an impact on their job performance, and changes in healthcare policies affected the resources and support available for nursing staff, but majority of the nurses reported that frequent Posting from one hospital to another did not have an impact on their job performance. Further analysis employing correlation and linear regression showed that all the societal factors such as public perception of nursing, socioeconomic status, as well as healthcare policy and regulations were statistically significant factors that influenced job performance among nurses in this research.

Recommendations

The study provided the followings as recommendations;

1. There should be continuous campaigns and enlightenment to the public about negative stereotypes or misconceptions about nursing as this will go a long way of helping nurses to perform their tasks effectively and get job satisfaction.
2. More nurses should be sponsored by the government for professional development as this will boost their morals and job performance.
3. The government should improve socio-economic status of nurses such as their income levels and job security as this influenced their ability to perform effectively as a nurse.
4. There should be support from family, friends, and social networks as this positively influenced nurses' job performance, and lack of social support affected their stress levels and job performance which directly influenced patient care.

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