

Challenges And Benefits of The Continuing Professional Development Among Nurses

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Abstract- This study examines the advantages and difficulties of continuing professional development (CPD) for nurses working in Pangasinan community hospitals. Data from 120 nurses were gathered through total enumeration using a descriptive quantitative approach, and survey questionnaires were analyzed using the Average Weighted Mean. The results showed that nurses generally concur with psychological, financial, and physical obstacles, such as exhaustion, low workplace support, expenses, and burnout. Workplace culture varies, as evidenced by the ambiguous ratings given to organizational difficulties including a lack of mentorship and appreciation. Despite these obstacles, research from 2021 to 2026 confirms that CPD improves patient care, competence, and flexibility. The study draws attention to the disparity between nurses' understanding of the value of CPD and the structural barriers preventing involvement. nurses and improve healthcare outcomes. The findings highlight the necessity of financial subsidies, institutional assistance, and wellness integration to provide fair access. In the end, CPD is both essential and a shared duty that calls for cooperation to empower nurses and enhance healthcare performance.

Index Terms- Financial, Nurses, Physical, Professional Development, Psychology

I. INTRODUCTION

Given that it is widely acknowledged that continuing professional development (CPD) for nurses is crucial for lifelong learning, impediments still exist in a variety of settings. CPD is considered essential worldwide for preserving competence and guaranteeing high-quality care (World Health Organization, 2025). While CPD improves abilities, Megwanya, et. al (2023) highlighted that nurses frequently face challenges with access and integration into practice. More recently, Ali, et. al (2025) emphasized the detrimental effects of scarce resources and unstructured assistance on retention, satisfaction, and the conversion of CPD into clinical outcomes.

In response to the demand for adaptable and easily available learning routes, the Professional Regulation Commission (PRC) in the Philippines released revised guidelines in 2021 to increase CPD credit recognition, especially during the COVID-19 epidemic. Lim-Saco and Guino-o (2024) and

Friedman (2023) also showed that they had conflicting views regarding continuing professional development (CPD), acknowledging its significance but worrying about expenses, workload, and institutional support. They differed in their focus on obstacles, however they both recognized the importance of CPD in raising nurses' proficiency and boosting patient care. Lim-Saco and Guino-o identified financial expenses, a difficult workload, and a lack of institutional support as significant barriers, arguing that without systemic changes, CPD may become unavailable. However, Friedman emphasized its long-term necessity, contending that CPD is still essential for maintaining professional development and high-quality healthcare despite costs and stress.

Although Pangasinan State University and other local institutions have placed a strong emphasis on nursing education and professional development, little empirical study has been done on the difficulties that community hospital nurses have with continuing professional development. This disparity highlights the necessity for localized data to comprehend how financial, social, psychological, and physical obstacles appear in situations. The current study intends to offer nuanced insights on CPD benefits and problems by concentrating on nurses working in Pangasinan's community hospitals. This will help shape policies and interventions that fortify support networks and guarantee fair access to professional development opportunities.

II. METHODOLOGY

The objective of the study was to ascertain the degree of difficulties that nurses face in the areas of physical, social, economic, and emotional aspects of continuing professional development (CPD). The researcher used a descriptive quantitative design and total enumeration to collect data from 120 nurses working in Pangasinan community hospitals. Perceptions were assessed by survey questionnaires, and results were analyzed using the Average Weighted Mean (AWM). This approach made it possible to systematically evaluate numerical data, guaranteeing objective results and painting a clear

image of nurses' awareness and challenges linked to CPD. This study employed the Average Weighted Mean (AWM). Multiplying the weight by the quantitative result and summing all the products yields the weighted mean. The weighted and arithmetic means would be the same if all the weights were equal.

III. RESULTS AND DISCUSSIONS

Table I. Weighted Mean Result of the Physical Challenges Encountered on CPD among Nurses

Indicators	Weighted Mean	Descriptive Equivalent
Demanding work schedules include long shifts and rotating shifts.	3.61	Agree
Fatigue and exhaustion result from physical demands of nursing work.	4.11	Agree
Limited access to resources and materials needed.	3.81	Agree
Physical discomfort and musculoskeletal strain due to prolonged standing, lifting, and transferring patients, and exposure to hazardous conditions	3.94	Agree
Exposure to infectious diseases and the need to adhere to infection control protocols that limit face to face participation.	3.95	Agree

Physical distance and travel required for attending conferences, workshops, and training programs.	3.48	Agree
Limited access to reliable internet connections and technology engaging in online platforms.	3.58	Agree
Challenges in balancing work responsibilities and personal commitments.	3.67	Agree
Work-related injuries of health issues may hinder participation in continuing professional development programs.	3.34	Agree
Physical strain resulting from the physical demands of participating in hands-on training or simulation exercises.	3.48	Agree
Average Weighted Mean	3.70	Agree

With an overall weighted mean of 3.70, the table demonstrates that nurses consistently concur that there are substantial obstacles to continuing professional development (CPD). At 4.11, fatigue and exhaustion received the highest score, suggesting that the physical demands of nursing job allow little time for professional development. With a mean of 3.95, exposure to infectious diseases came in second, indicating how stringent infection control procedures restrict in-person involvement in CPD activities.

With a mean of 3.94, musculoskeletal strain highlights the negative effects of extended standing, lifting, and patient transfers, which not only impair health but also limit training participation. While juggling work and personal obligations received a rating of 3.67, highlighting the difficulty of incorporating CPD into already hectic schedules, limited access to resources and materials received a rating of 3.81, indicating that institutional support is frequently insufficient.

While CPD improves competence, confidence, and patient outcomes, workload demands and insufficient organizational support threaten its sustainability, according to Buttler (2025) scoping analysis. In a similar vein, a qualitative study conducted by Simkhada, et. al (2023) found that although nurses appreciated continuing professional development (CPD) for knowledge upgrading, they faced challenges related to fatigue, scarce resources, and technological obstacles. The table's indicators for travel requirements, with a mean of 3.48, and poor internet connections, with a mean of 3.58, align with international research on the digital divide and unequal access to training opportunities. The ratings of 3.34 for work-related injuries and 3.48 for physical strain from hands-on training further highlight how occupational hazards directly impede participation in CPD.

Table II. Weighted Mean Result of the Social Challenges Encountered on CPD among Nurses

Indicators	Weighted Mean	Descriptive Equivalent
Limited peer support and collaboration opportunities within the workplace.	3.20	Uncertain
Lack of supportive learning culture within the organization.	3.09	Uncertain
Hierarchical structure that may undervalue nurses' professional development.	3.34	Uncertain
Workplace culture that discourages reflection,	3.08	Uncertain

feedback, and improvement.		
Insufficient time for networking, mentoring, and engaging in group learning activities.	3.19	Uncertain
Limited access to mentors or coaches for guidance and support.	3.09	Uncertain
Inadequate recognition and appreciation for nurses continuing professional development efforts.	3.34	Uncertain
Lack of opportunities for interdisciplinary collaboration and learning.	3.08	Uncertain
Societal misconceptions and undervaluing of the nursing profession.		
Inadequate recognition and appreciation for nurses continuing professional development efforts.	3.38	Uncertain
Limited resources support for nurses continuing professional development activities.	3.29	Uncertain
Average Weighted Mean	3.21	Uncertain

Given an overall weighted mean of 3.21, the table shows that nurses are typically unsure about the organizational and cultural obstacles influencing their involvement in Continuing Professional Development (CPD). Insufficient time for networking and mentoring reached 3.19, while limited peer support and collaboration possibilities got 3.20, indicating that nurses view collaboration in their jobs as inconsistent. Workplace settings that inhibit introspection and feedback ranked with 3.08 and the absence of a helpful learning culture that rated at 3.09 demonstrate how organizational culture

can impede professional development. Inadequate acknowledgment for CPD efforts and hierarchical organizations both received a score of 3.34, indicating that nurses feel underappreciated in systems that put authority above ongoing education. The highest mean was 3.38 for societal misconceptions and undervaluing of the nursing profession, which reflects larger cultural barriers that reduce the perceived value of CPD.

These results are consistent with World Health Organization (2025) highlighting the critical impact that leadership and corporate culture play in CPD success. Fitzgerald, et. al (2024) and Sharma Pant and Poudel Panthi (2018) similar analysis found that while strict hierarchies and a lack of recognition deter involvement, organizations with robust mentorship programs and interdisciplinary teamwork encourage increased interest in CPD. In a similar vein, Samuel, et. al (2021) found that nurses flourish in settings where continuing professional development (CPD) is integrated into organizational principles, encouraged by peer networks, and recognized through rewards or career promotion. The table's indicators of inadequate resources, with a mean of 3.29, and restricted access to mentors, with a mean of 3.09, are consistent with international research emphasizing that CPD necessitates both structural support and individual motivation.

Therefore, the evidence and studies indicate that inconsistent organizational practices are the root cause of uncertainty. Although nurses understand the need for CPD, they are dubious if their employers support it. Institutions must foster a collaborative culture, offer mentorship opportunities, and formally acknowledge CPD accomplishments to solve this. By doing this, CPD may become a shared focus rather than an individual struggle, giving nurses a sense of empowerment, value, and support as they advance in their careers. This supports the notion that CPD is a shared organizational commitment to healthcare quality as well as a personal obligation.

Table III. Weighted Mean Result of the Financial Challenges Encountered on CPD among Nurses

Indicators	Weighted Mean	Descriptive Equivalent
Cost of continuing professional development programs/	3.74	Agree

Limited employer support.	3.44	Agree
Time-off without pay.	3.54	Agree
Travel and accommodation expenses.	3.31	Uncertain
Cost of professional certification.	3.20	Uncertain
Cost of study materials and technology modalities.	3.31	Uncertain
Cost of professional certification or specialized training.	3.44	Agree
Lack of income.	3.55	Agree
Professional association membership fees.	3.42	Agree
Personal financial responsibilities.	3.53	Agree
Average Weighted Mean	3.45	Agree

With an overall weighted mean of 3.45, the table shows that nurses largely concur that financial limitations providing major obstacles to their involvement in Continuing Professional Development (CPD). Among the indicators, the cost of CPD programs had the highest score of 3.74, indicating that direct program costs represent a significant obstacle. The ratings of 3.55 for lack of income and 3.53 for personal financial obligations highlight how economic realities restrict nurses' capacity to make investments in their professional development. With a mean of 3.54, unpaid time off demonstrates how the opportunity cost of attending CPD, lost wages, increases the burden. Professional association membership costs, ranked at 3.42 and limited employer support, rated at 3.44, indicate that institutional and organizational systems frequently fall short of relieving these financial strains.

Other indicators that show uncertainty among nurses include travel and lodging costs, rated at 3.31, the

cost of study materials and technology, rated at 3.20, and the cost of professional certification, rated at 3.20, which may reflect variations in how these costs are experienced depending on location or specialization. However, the majority of indicators consistently show that financial obstacles are deeply ingrained and systemic. These results are supported by Al-Omary, et. al (2024), Belandres (2016), Campos, et. al (2022); and Merry, et. al (2023), which shows that nurses in both developed and developing countries have difficulty affording continuing professional development (CPD), especially when certification is linked to career promotion or when employers do not cover costs. Without financial support systems, such as government subsidies, employer sponsorships, or scholarships, academics contend that CPD runs the risk of being unfair and only available to those who can afford it.

In its entirety, the data and literature indicate that financial difficulties continue to be a significant barrier, even though nurses value CPD for its ability to improve competence, confidence, and career mobility. Stronger institutional commitment, legislative changes, and creative finance strategies are needed to address these issues and guarantee that CPD is a standard opportunity for all nurses rather than a privilege. This supports the notion that CPD requires shared investment from people, organizations, and society as a whole and is both a professional necessity and a shared obligation.

Table IV. Weighted Mean Result of the Emotional/Mental Challenges Encountered on CPD among Nurses

Indicators	Weighted Mean	Descriptive Equivalent
Work-life balance and time management.	3.51	Agree
Burnout and work-related stress.	3.87	Agree
Self-comparison.	3.60	Agree
Fear of failure.	3.56	Agree
Self-doubt and imposter	3.19	Uncertain

syndrome.		
Emotional exhaustion and impact of patient care.	3.52	Agree
Lack of relevance, support or recognition.	3.40	Uncertain
Information overload.	3.37	Uncertain
Role conflict and emotional impact on challenging cases.	3.32	Uncertain
Professional identity, peer comparison and competition.	3.25	Uncertain
Average Weighted Mean	3.56	Agree

Considering the overall weighted mean of 3.56, the table indicates that nurses generally concur that psychological and emotional difficulties impact their involvement in Continuing Professional Development (CPD). The highest score was 3.87 for burnout and work-related stress, highlighting how long hours and continuous exposure to difficult patient care deplete emotional resilience. The internal pressures nurses have when comparing themselves to peers or attempting to achieve professional expectations are highlighted by self-comparison (ranked at 3.60) and fear of failure, rated at 3.56. Another instance of how the emotional demands of nursing affect CPD engagement is the emotional tiredness associated with patient care, which has a mean of 3.52. With a score of 3.51, work-life balance and time management highlight how challenging it is to fit professional development into already hectic schedules.

Indicators including peer competitiveness, with mean of 3.25, role conflict in difficult situations, with a mean of 3.32, information overload, with a mean of 3.37, self-doubt and imposter syndrome, with a mean of 3.19, and lack of significance or recognition, with a mean of 3.40, were scored as unsure, indicating

variation in how nurses view these difficulties. Depending on personal coping mechanisms and company culture, some people may have a strong experience with them while others might not. These results are supported by King, et. al (2021), which highlights psychological obstacles as some of the biggest obstacles to CPD engagement, especially burnout, fear of inadequacy, and emotional weariness. Vazquez-Calatayud, et. al (2021) found that tackling impostor syndrome and self-doubt through peer cooperation increases participation, while Kurtovic, et. al (2024) and Price and Reichert (2017) stressed that nurses flourish when CPD programs provide emotional support, mentorship, and appreciation.

When considered collectively, the evidence and literature indicate that emotional and psychological obstacles, in addition to financial and physical ones, impede CPD. Institutions must create encouraging cultures that encourage nurses' efforts, offer mentorship, and incorporate wellness techniques within CPD to overcome difficulties. CPD may become a source of empowerment rather than an extra load by addressing emotional depletion and lowering stress, ensuring nurses feel appreciated, confident, and inspired to pursue lifelong learning. This supports the notion that holistic support—balancing professional development with emotional well-being, is essential for CPD success.

IV. CONCLUSION

Combined, the four tables demonstrate how important continuing professional development (CPD) is to nurses, despite ongoing obstacles in the organizational, financial, psychological, and physical domains. Participation is physically restricted by exhaustion, musculoskeletal strain, and exposure to infectious infections, logistical challenges including travel and spotty internet further complicated matters. Nurses are dubious of whether their companies promote CPD due to organizational ambiguity brought on by a lack of peer support, hierarchical structures, and insufficient recognition. Program expenses, unpaid time off, and personal obligations all result in substantial financial pressures, and the lack of company support exacerbates disparities. Psychologically, self-comparison, emotional tiredness, burnout, and fear of failure all have a significant impact on motivation and confidence.

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