(file 2-24-03)

November 12, 2002

Dear Nurse Aide,

The managers of Peach Tree Place would like to get your opinions about your job. This will help the managers better understand how the nurse aides see their job. Your opinions will also be helpful to us at the University of North Texas since we are hoping to learn more about work as a nurse aide.

The questionnaire will take about 15 - 20 minutes to complete. There are no right or wrong answers. We simply want to get your opinions. In some cases we do ask a question more than once but this is to make sure that your answers are consistent. We will keep your answers completely confidential. When all the nurse aides have completed the questionnaire, the answers will be combined to give an overall report on how nurse aides' see their job. Nobody's individual answers will be seen by the managers.

If you choose not to complete the questionnaire, you will not be penalized. If you have any questions about the survey or questionnaire, please feel free to ask us in person or give one of us a call. And, thank you for your help.

Sincerely,

Dale E. Yeatts, Ph.D. Professor and Chair Department of Sociology 940-565-2238 (work) 940-380-0009 (home)

Cynthia Cready, Ph.D. Assistant Professor Department of Sociology 940-369-8791 (work)

Please use the following scale to answer the questions below:

Disagree Strongly	Disagree	Neutral	Agree	Agree Strongly	
1.	Training is availa	able whenever I n	need it.		
2.	When I ask for in	nformation related	d to my work or the	ne residents, I usually get it right	away.
3.	The certified nur	se aides (CNAs)	do their work in a	well organized way.	
4.	CNAs are given	special recognition	on for doing a goo	d job.	
5.	I am NOT alway	s able to make su	re each resident h	as eaten all that she or he wants.	
6.	Generally speaki	ng, I am very sat	isfied with my job	.	
7.	I feel a strong ser	nse of belonging	to this nursing ho	me.	
8.	I feel that I am a	valuable person,	at least as valuab	e as others.	
9.	I feel burned out	from my work.			
10.	I feel I treat some	residents as if th	ey were impersor	al objects.	
11.	I feel I am positiv	ely influencing o	ther people's live	s through my work.	
12.	When working, I	usually have all t	he supplies and w	ork materials I need (towels, gov	vns, etc.).
13.	The procedures (c	or steps) that the	nurse aides use, to	care for residents, are effective ((good).
14.	I do NOT have al	l the skills and kr	nowledge needed	to do a good job.	
15.	The nurse aides d	ecide who will de	o what each day.		
16.	I am allowed to m	nake my own dec	isions about how	I do my work.	
17.	I sometimes prov	ide new ideas at v	work that are used		
18.	The charge nurses	s listen to the sug	gestions of CNAs		
19.			how to do their viders their sugges	ork, the management staff (such tions seriously.	as the
20.	Nurse aides have	to rely on the "gr	rapevine" or rumo	rs for information.	
21.	Doing a good job	at work is reward	led with higher pa	y.	
22.	CNAs who do a g	good job are recog	gnized for their go	ood work.	

 Disagree Strongly	Disagree	Neutral	Agree	Agree Strongly				
 1. I	am fairly paid for	the work I do.						
 2.	I have a break roo	I have a break room or other private area I can use when I take a break.						
 3.	When CNAs mak	When CNAs make suggestions, someone listens to them and gives them feedback.						
 4.	Training is availa	ble whenever I n	eed it.					
 5.	I work with the m	nanagement staff	in making decision	ons about my work.				
 6.	Usually, we have	enough CNAs w	orking to do a go	ood job.				
 7.	I have the suppor	t that I need from	the other nurse a	aides to do a good job.				
 8.	I can easily under	rstand how my re	sidents feel abou	t things.				
 9.	The CNAs are No	OT well organize	d when they do t	heir work.				
 10.	I will probably i	not be working as	a nurse aide at th	nis nursing home in a year from now.				
 11.	I am NOT alway	ys able to turn the	e residents in bed	when they should be turned.				
 12.	I don't really ca	re what happens	to some residents					
 13.	I feel emotional	ly drained from n	ny work.					
 14.	I feel that I have	a number of goo	od qualities (thing	s about myself).				
 15.	I feel emotional	ly attached to this	s nursing home.					
 16.	I am very satisfi	ed with the kind	of work I do.					
 17.	I have all the sk	ills and knowledg	ge needed to do a	good job, and I use them.				
 18.	Nurse aides use	effective (or goo	d) procedures (or	steps) for caring for residents.				
 19.	When I am wor good job.	king, I usually ha	ive all the supplie	s and work materials I need to do a				
 20.	I have accompli	shed many worth	while (good) thir	gs in this job.				
 21.	The management CNAs.	nt staff (such as th	ne DON and adm	inistrator) listen to the suggestions of				
 22.	When CNAs mathem.	ake suggestions o	n how to do the v	vork, charge nurses seriously consider				
 23.	I sometimes pro	vide solutions to	problems at work	that are used.				
 24.	The CNAs must	ask for permission	on before making	decisions about how to do their work.				

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isagree rongly	2 Disagree	Neutral	Agree	Agree Strongly				
 1.	The CNAs decide on the order in which to do things.							
 2.	Whenever I need additional training, I can get it.							
 3.	If a CNA suggestion	n is not used, the	he CNAs are usua	ally provided reasons why.				
 4.	I feel I am fairly pai	id for the work	I do.					
 5.	If I work hard, I wil	ll eventually be	rewarded with h	igher pay.				
 6.	6. When a new resident is admitted, I am given all the information I need about the new resident.							
 7.	Usually, we do NO	T have enough	CNAs working to	o do a good job.				
 8.	Whenever CNA wo work	ork must be cha		are usually asked how they think the changed.				
 9.	The CNAs get in ea	ch other's way	'.					
 10.	I can easily create a	relaxed atmos	phere with my res	idents.				
 11.	I can trust the other	nurse aides I w	ork with to lend i	me a hand if I need it.				
 12.	12. I am currently looking for another job but not at this nursing home.							
 13.	I am NOT always ab	ole to ask each	resident if she or	he needs anything.				
 14.	My job is a very sati	sfying one.						
 15.	I do NOT feel a stro	ng sense of bel	onging to this nu	rsing home.				
 16.	I feel I do NOT have	e much to be p	roud of.					
 17.	I feel used up at the	end of my shif	t.					
 18.	I've become less ser	nsitive toward	people since I too	k the job.				
 19.	I deal very effective	ly with the pro	blems of my resid	lents.				
20.	When I need supplie etc.).	es or work mate	erials, I can usual	ly get them (such as towels, gowns,				
 21.	The procedures we u	use to care for	residents are effec	ctive (good).				
 22. The CNAs provide information that is used in a resident's care plan.								
 23. While at work, I make many decisions on my own or with other nurse aides.								
 24.	I sometimes suggest	new ways for	doing the work th	nat are used.				

Disagree Strongly	Disagree	Neutral	Agree	Agree Strongly	
1. I ca	an trust the charg	e nurses I work	with to lend me	a hand if I need it.	
	n given regular ι dents.	updated information	tion on any chan	ages that have occurred with the	
3. Do	ing my job right	is rewarded with	n higher pay.		
4. I ar	n sometimes for	ced to work over	rtime.		
5. CN	As are provided	reasons, when t	heir suggestions	are not used.	
	e management st isions.	aff asks the CNA	As for their opin	ion, before making work related	
7. The	ere are usually er	nough CNAs wo	rking to do a go	od job.	
8. CN	As listen to each	other's suggest	ions for how to	do their work.	
9. I fr	equently think of	f leaving this nu	rsing home and	working some where else.	
10. Ti	he CNAs decide	the procedures f	for getting reside	ents to the dining room.	
11. I t	take a positive at	titude toward m	yself.		
12. I d	can trust the man	agement staff to	lend me a hand	if I need it.	
13. I	worry that this jo	b is hardening n	ne emotionally.		
14. I 1	have all the skills	s and knowledge	I need to do a g	good job, and I use them.	
15. I d	do not get as mar	ny weekends off	as I would like.		
16. C	NAs are asked to	help make deci	sions about their	r work.	
17. A	t times I think I a	am no good at al	1.		
18. I a	am NOT satisfied	d with the numb	er of days I am g	given to work per pay period.	
19. W	orking with peop	ple all day is rea	lly a strain on m	ne.	
20. C	NAs work with t	he management	staff in making	decisions about CNA work.	
21. I t	feel residents bla	me me for some	of their problen	ns.	
22. I a	am able to do thi	ngs as well as m	ost other people	·.	
23. I ı	usually take care	of the same resi	dents each day.		
How good is your r	nursing home at c	quickly helping	residents with sl	kin problems? (please circle one)	
12 Not very good	4	56 Okay	.789	910 Very Good	

1------5

circle	one)	sing nome at quickly	-			_	it? (piease
Not v	12ery good	35 Okay	6	7	.89 Ver	10 y Good	
	1. Which shift	ft do you work on?	A.	morning	B . after	noon	C. night
		w many CNAs usual As such as those that					special
	_3. How many	CNAs are usually n	eeded	l to work o	n your shift?		
	n thinking about t der to be:	he CNAs who usuall	y woi	k during y	our shift, how n	nany do	you
	4 5 6 7	counted in #4 at	t not v oove) do no	t include C	NAs counted in	#4 or #	5 above)
8.	What is the hig	hest grade level you	have	completed	?		
9.	Sex:						
10.	Age:						
11.	Are you Spanis	sh or Hispanic or Lat	ino (c	rircle one):	A. yes	В.	no
12.	Race (circle on	e): A. White		B. Blac	k C.	Other =	=
13.	Marital Status with someone,		A . sir	ıgle	B. married		C. living
14.	Number of chil	dren living at home:					
15.	When consider A. always dif B. usually dif C. sometimes	fficult	D.	how diffic rarely dif- never diff	ficult	our bills	paid:
16.	A about one of B . about one of	you miss work (not collay every week lay every two weeks lay every three weeks	D . E .	about one	day every mon	th	ŕ
17.	Which building	g/floor/wing do you ı	ısuall	y work on?)		
18.		you worked at this r		g home?	years		
19.	What is your p	rimary responsibility	(circ	le one):	A. certified nur	se aide	B. other_
20.	What are the mack if needed	nain reasons CNAs qu	uit the	eir job at th	is nursing home	(please	e write on