QUESTIONNAIRE CODEBOOK FOR AIDES 01-07-05

facility Unique two-digit facility identification number

01 Peach Tree Place Alzheimer's Care Center

02 Mulberry Manor Nursing & Rehabilitation Center

03 Denton Good Samaritan Village

04 Lake Forest Good Samaritan Village

05 Cross Timbers Care Center 06 Castle Manor Nursing Facility 07 Hilltop Haven Nursing Home

08 Christian Care Center

09 Trinity Terrace

10 Cleburne Rehabilitation and Health Care Center

wave Wave

01 Baseline

cna id Unique (within facility) three-digit certified nurse aide identification number

cna name Certified nurse aide's name [Enter LAST NAME FIRST NAME in capitals.]

<u>type</u> Employee's job title [Enter in capitals.] [Not recorded for all facilities.]

hiredate Employee's date of hire

mmddyyyy

[Leave blank if don't know.]

termdate Employee's date of termination

mmddyyyy

[Leave blank if don't know.]

[Absenteeism is measured for a four-month period for each facility. The four-month period varies by facility but is measured for each facility by <u>four</u> variables named abs_mmyy, where the specific month is represented by mm in the variable name and the specific year by yy in the variable name. These variables are described more fully below.]

abs [mmyy] Number of times employee absent during the month (mm) in year (yy).

[Enter number reported.

If not working at the facility any day during this month (see the variables

HIREDATE and TERMDATE), enter 98 for "Not applicable."

If don't know, leave blank.]

98 Not applicable

<u>cna_q_no</u> Unique four-digit certified nurse aide questionnaire identification number

0000 No longer working at facility or on leave or PRN and not on schedule at the time of

survey.

9999 Refused or missed at the time of survey.

Please use the following scale to answer the questions below:

1Disagree Strongly	2 Disagree	3 Neutral	Agree	5 Agree Strongly	
1. Traini	ng is available wh	enever I need it.			
2. When	I ask for informat	ion related to my	work or the resi	dents, I usually get it right away.	
3. The ce	ertified nurse aides	s (CNAs) do their	work in a well	organized way.	
4. CNAs	are given special	recognition for do	oing a good job.		
5. I am N	NOT always able to	o make sure each	resident has eate	en all that she or he wants.	
6. Genera	ally speaking, I an	n very satisfied w	ith my job.		
7. I feel a	a strong sense of b	elonging to this n	ursing home.		
8. I feel t	hat I am a valuabl	e person, at least	as valuable as o	thers.	
9. I feel b	ourned out from m	ny work.			
10. I feel	I treat some reside	ents as if they wer	re impersonal ob	jects.	
11. I feel	I am positively int	fluencing other pe	eople's lives thro	ough my work.	
12. When	working, I usuall	y have all the sup	plies and work i	materials I need (towels, gowns, etc.)).
13. The p	rocedures (or step	s) that the nurse a	aides use, to care	e for residents, are effective (good).	
14. I do N	NOT have all the sl	kills and knowled	lge needed to do	a good job.	
15. The n	urse aides decide	who will do what	each day.		
16. I am a	allowed to make m	ny own decisions	about how I do 1	my work.	
17. I som	etimes provide ne	w ideas at work th	nat are used.		
18. The c	harge nurses lister	n to the suggestion	ns of CNAs.		
	CNAs make sugg nistrator and DON			the management staff (such as the busly.	
20. Nurse	e aides have to rely	on the "grapeving	ne" or rumors for	r information.	
21.Doing	a good job at wor	k is rewarded wit	h higher pay.		
22. CNAs	s who do a good jo	ob are recognized	for their good w	vork.	

Disagree Strongly	Disagree	Neutral	Agree	Agree Strongly
23. I am f	fairly paid for the v	work I do.		
24. I hav	e a break room or	other private area	I can use when	I take a break.
25. When	n CNAs make sug	gestions, someone	e listens to them	and gives them feedback.
26. Train	ning is available w	henever I need it.		
27. I wor	k with the manage	ement staff in mal	king decisions at	oout my work.
28. Usua	lly, we have enoug	gh CNAs working	g to do a good jo	b.
29. I hav	e the support that	I need from the ot	ther nurse aides t	to do a good job.
30. I can	easily understand	how my residents	s feel about thing	gs.
31. The O	CNAs are NOT we	ell organized whe	n they do their w	vork.
32. I will	probably not be v	vorking as a nurse	e aide at this nurs	sing home in a year from now.
33. I am	NOT always able	to turn the resider	nts in bed when t	they should be turned.
34. I don	't really care what	happens to some	residents.	
35. I feel	emotionally drain	ed from my work		
36. I feel	that I have a num	ber of good qualit	ties (things abou	t myself).
37. I feel	emotionally attac	hed to this nursing	g home.	
38. I am	very satisfied with	the kind of work	I do.	
39. I hav	e all the skills and	knowledge neede	ed to do a good j	ob, and I use them.
40. Nurse	e aides use effectiv	ve (or good) proce	edures (or steps)	for caring for residents.
41. When	I am working, I u	sually have all the	e supplies and w	ork materials I need to do a good job.
42. I hav	e accomplished m	any worthwhile (§	good) things in the	his job.
43. The r	management staff	(such as the DON	and administrat	or) listen to the suggestions of CNAs.
44. When	n CNAs make sug	gestions on how t	o do the work, c	harge nurses seriously consider them.
45. I som	netimes provide so	lutions to problen	ns at work that a	re used.
46. The 0	CNAs must ask for	r permission befo	re making decisi	ons about how to do their work.
47. The 0	CNAs decide on th	ne order in which	to do things.	
48. When	ever I need addition	onal training, I car	n get it.	

Disagree Strongly	Disagree	Neutral	Agree	Agree Strongly
49. If a	CNA suggestion is	not used, the CN	As are usually p	provided reasons why.
50. I fee	l I am fairly paid fo	r the work I do.		
51. If I v	work hard, I will ev	entually be rewar	ded with higher	· pay.
52. Whe	n a new resident is	admitted, I am gi	ven all the infor	rmation I need about the new resident.
53. Usua	ılly, we do NOT ha	ve enough CNAs	working to do a	a good job.
	never CNA work m ld be changed.	ust be changed, t	he CNAs are us	sually asked how they think the work
55. The	CNAs get in each o	ther's way.		
56. I can	easily create a rela	xed atmosphere v	with my resident	ts.
57. I can	trust the other nurs	e aides I work wi	ith to lend me a	hand if I need it.
58. I am	currently looking for	or another job but	t not at this nurs	sing home.
59. I am	NOT always able to	o ask each resider	nt if she or he no	eeds anything.
60. My j	ob is a very satisfyi	ng one.		
61. I do]	NOT feel a strong s	ense of belonging	g to this nursing	home.
62. I feel	I do NOT have mu	ich to be proud of	f.	
63. I feel	used up at the end	of my shift.		
64. I've	become less sensitiv	ve toward people	since I took the	job.
65. I dea	l very effectively w	ith the problems	of my residents.	
66. Whe	n I need supplies or	work materials,	I can usually ge	t them (such as towels, gowns, etc.).
67. The j	procedures we use t	o care for resider	nts are effective	(good).
68. The	CNAs provide info	mation that is us	ed in a resident'	's care plan.
69. Whil	e at work, I make n	nany decisions on	n my own or wit	h other nurse aides.
70. I som	netimes suggest nev	ways for doing	the work that ar	re used.
114 25 . Abou	t how many residen	ts are you respon	sible for each d	ay?
				well (get confused easily)? vell (don't know where they are)?

Disagree Strongly	Disagree	Neutral	Agree	Agree Strongly	
71. I can t	rust the charge nu	rses I work with	to lend me a han	d if I need it.	
72. I am g	iven regular upda	ted information o	on any changes th	at have occurred with the resid	ents.
73. Doing	my job right is re	warded with high	ner pay.		
74. I am s	ometimes forced	to work overtime			
75. CNAs	are provided reas	sons, when their s	uggestions are n	ot used.	
76. The m	anagement staff a	sks the CNAs for	r their opinion, b	efore making work related deci	sions.
77. There	are usually enoug	h CNAs working	to do a good job).	
78. CNAs	listen to each oth	er's suggestions	for how to do the	eir work.	
79. I frequ	ently think of lea	ving this nursing	home and worki	ng some where else.	
80. The C	NAs decide the pr	rocedures for gett	ing residents to	he dining room.	
81. I take	a positive attitude	toward myself.			
82. I can t	rust the managem	ent staff to lend r	me a hand if I neo	ed it.	
83. I worr	y that this job is h	ardening me emo	otionally.		
84. I have	all the skills and	knowledge I need	l to do a good jo	o, and I use them.	
85. I do no	ot get as many we	ekends off as I w	ould like.		
86. CNAs	are asked to help	make decisions a	about their work.		
87. At tim	es I think I am no	good at all.			
88. I am N	NOT satisfied with	the number of d	ays I am given to	work per pay period.	
89. Worki	ng with people al	l day is really a st	train on me.		
90. CNAs	work with the ma	anagement staff in	n making decisio	ns about CNA work.	
91. I feel 1	residents blame m	e for some of the	ir problems.		
92. I am a	ble to do things as	s well as most oth	ner people.		
93. I usua	lly take care of the	e same residents e	each day.		

Variables 94 - 99 are only on Peach Tree and Mulberry Manor questionnaires
94. How many CNAs do you need on your floor(s) or hall(s) to do a good job during your shift?
95. How many CNAs do you usually work with on your floor(s) or hall(s) during your shift (counting any special CNAs such as those that give showers, do toileting, etc.)?
Of those you work with:
96. How many do you consider very close friends with whom you can talk about nearly at topic? 97. How many do you consider good, but not close, friends (you can talk to them about most personal topics but not all personal topics)? 98. How many do you consider friends but not good or close friends (you don't talk to them about your personal life at all)? 99. How many do you feel are not your friend—you talk with them only as much as necessary to get the jobs done?
Variables 117 -124 are not on Peach Tree and Mulberry Manor questionnaires)
How good is your nursing home at quickly helping residents with skin problems? (please circle one) 12345678910 Not very good Okay Very Good
118 How good is your nursing home at quickly helping residents who are losing weight? (please circle one)
12345678910 Not very good Okay Very Good
2. How many CNAs usually work during your shift (counting any special CNAs such as those th give showers, do toileting, etc.)?
_1203. How many CNAs are usually needed to work on your shift?
When thinking about the CNAs who usually work during your shift, how many do you consider to be:
1214.very close friends?1225.good friends but not very close friends? (do not include CNAs counted in #4 above)1236.just friends? (do not include CNAs counted in #4 or #5 above)1247.not friends at all? (do not include CNAs counted in #4, #5, or #6 above)
100 8. What is the highest grade level you have completed?
101 -9 . Sex:
102 10 . Age:

103	11.	Are you Spanish or Hispanic or Latino (circle one): A. yes B. no
104	12.	Race (circle one): A. White B. Black C. Other =
105	13 .	Marital Status (circle one): A. single B. married C. living with someone, not married
106	-14 .	Number of children living at home:
107	15.	When considering your family's income, how difficult is it to get your bills paid:
	В.	always difficult usually difficult sometimes difficult D. rarely difficult E. never difficult
108	16.	How often do you miss work (not counting vacation)? (Choose one answer below)
	В.	about one day every week about one day every two weeks about one day every three weeks D. about one day every month E. about one day every two months or more
109_	<u>-</u>	H. Which shift do you work on? A. morning B. afternoon C. night
110	17.	Which building/floor/wing do you usually work on?
111	18.	How long have you worked at this nursing home? years months
112	19 .	What is your primary responsibility (circle one): A. certified nurse aide B. other
113	20.	What are the main reasons CNAs quit their job at this nursing home (please write on back if needed)