

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.]

type 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 four 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

cna_q_no 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:

1-----2-----3-----4-----5
Disagree Disagree Neutral Agree Agree
Strongly Strongly

- _____ 1. Training is available whenever I need it.
- _____ 2. When I ask for information related to my work or the residents, I usually get it right away.
- _____ 3. The certified nurse aides (CNAs) do their work in a well organized way.
- _____ 4. CNAs are given special recognition for doing a good job.
- _____ 5. I am NOT always able to make sure each resident has eaten all that she or he wants.
- _____ 6. Generally speaking, I am very satisfied with my job.
- _____ 7. I feel a strong sense of belonging to this nursing home.
- _____ 8. I feel that I am a valuable person, at least as valuable as others.
- _____ 9. I feel burned out from my work.
- _____ 10. I feel I treat some residents as if they were impersonal objects.
- _____ 11. I feel I am positively influencing other people's lives through my work.
- _____ 12. When working, I usually have all the supplies and work materials I need (towels, gowns, etc.).
- _____ 13. The procedures (or steps) that the nurse aides use, to care for residents, are effective (good).
- _____ 14. I do NOT have all the skills and knowledge needed to do a good job.
- _____ 15. The nurse aides decide who will do what each day.
- _____ 16. I am allowed to make my own decisions about how I do my work.
- _____ 17. I sometimes provide new ideas at work that are used.
- _____ 18. The charge nurses listen to the suggestions of CNAs.
- _____ 19. When CNAs make suggestions on how to do their work, the management staff (such as the administrator and DON) considers their suggestions seriously.
- _____ 20. Nurse aides have to rely on the "grapevine" or rumors for information.
- _____ 21. Doing a good job at work is rewarded with higher pay.
- _____ 22. CNAs who do a good job are recognized for their good work.

1-----2-----3-----4-----5
Disagree Strongly Disagree Neutral Agree Agree Strongly

- _____ 49. If a CNA suggestion is not used, the CNAs are usually provided reasons why.
- _____ 50. I feel I am fairly paid for the work I do.
- _____ 51. If I work hard, I will eventually be rewarded with higher pay.
- _____ 52. When a new resident is admitted, I am given all the information I need about the new resident.
- _____ 53. Usually, we do NOT have enough CNAs working to do a good job.
- _____ 54. Whenever CNA work must be changed, the CNAs are usually asked how they think the work should be changed.
- _____ 55. The CNAs get in each other's way.
- _____ 56. I can easily create a relaxed atmosphere with my residents.
- _____ 57. I can trust the other nurse aides I work with to lend me a hand if I need it.
- _____ 58. I am currently looking for another job but not at this nursing home.
- _____ 59. I am NOT always able to ask each resident if she or he needs anything.
- _____ 60. My job is a very satisfying one.
- _____ 61. I do NOT feel a strong sense of belonging to this nursing home.
- _____ 62. I feel I do NOT have much to be proud of.
- _____ 63. I feel used up at the end of my shift.
- _____ 64. I've become less sensitive toward people since I took the job.
- _____ 65. I deal very effectively with the problems of my residents.
- _____ 66. When I need supplies or work materials, I can usually get them (such as towels, gowns, etc.).
- _____ 67. The procedures we use to care for residents are effective (good).
- _____ 68. The CNAs provide information that is used in a resident's care plan.
- _____ 69. While at work, I make many decisions on my own or with other nurse aides.
- _____ 70. I sometimes suggest new ways for doing the work that are used.
- 114 25. About how many residents are you responsible for each day? _____
- 115 26. About how many of these residents have trouble thinking well (get confused easily)? _____
- 116 27. About how many of these have **serious** trouble thinking well (don't know where they are)? _____

- 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:
- A.** always difficult **D.** rarely difficult
B. usually difficult **E.** never difficult
C. sometimes difficult
- 108 ~~16~~. How often do you miss work (not counting vacation)? (Choose one answer below)
- A.** about one day every week **D.** about one day every month
B. about one day every two weeks **E.** about one day every two months or more
C. about one day every three weeks
- 109 ____ ~~17~~. 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)