

Table B-1. Wave 1 measures, references, and example items

Wave 1 Measure	Number of Items	α	Reference	Example Items
Occupational Commitment^a				
Affective Commitment	4	.89	Based on Meyer et al. (1993)	I feel a strong sense of "belonging" to the nursing profession
Continuance Commitment	4	.76		Right now, staying with my organization is a matter of necessity.
Turnover Intentions^a				
Professional Turnover	3	.83	Based on Hom et al. (1984)	I often think about quitting this profession.
Retirement Intentions	3	.82		I am planning to retire in the near future.
Organizational Turnover	3	.91		I am planning to search for a new job outside this organization during the next 12 months.
Department Turnover	3	.95		If I have my own way, I will be working for some other department one year from now.
Planned Turnover^b	2	--		
Conditional Turnover^b	2	--		
Job Search Behavior^c	4	.82	Based on Kopelman et al. (1992)	How often have you thought about applying for a new job.
Retirement Planning^d	1	--	Based on Davis (2007)	Describe the status of your retirement planning.
Family Supportive Organizational Perceptions^a	5	.92	Based on Allen (2001)	My organization believes that work should be the primary priority in a person's life.
Perceived Support^a				
Organizational Support	4	.83	Based on Eisenberger et al. (1986)	The organization I work for really cares about my well-being.
Physician Support	4	.85		The physicians I work with strongly consider my goals and values.
Coworker Support	4	.86		My coworkers care about my opinion.
Manager Support	4	.92		My manager would ignore any complaint from me.

Notes. ^a Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^b yes/no question with open-ended follow-up question; ^c Five-point frequency scale (1 = never; 5 = nearly every day); ^d Five-point planning scale (1 = I have not begun my planning; 5 = I have completed my planning); ^e Five-point frequency scale (1 = never; 5 = very often); ^f Open-ended response format; ^g Five-point rating scale (1 = much better; 5 = much below average)

Table B-1. Wave 1 measures, references, and example items, continued

Wave 1 Measure	Number of Items	α	Reference	Example Items
Organizational Commitment^a				
Affective Commitment	4	.93	Based on Meyer et al. (1993)	I really feel as if this organization's problems are my own.
Continuance Commitment	4	.84		I feel I have too few options to consider leaving this organization.
Incivility^e				
Patient/Family	4	.92	Based on Cortina et al. (2001)	Patients/families used abusive or degrading language towards you.
Physician	4	.88		Physicians put you down or were condescending to you.
Coworker	4	.87		Coworkers paid little attention to your statements or showed little interest in your opinions.
Manager	4	.86		A manager doubted your judgment on a matter for which you had responsibility.
Patient Violence^e	4	.88	Developed	I was physically assaulted by patients or their family members.
Discrimination^e	6	.74	Based on French et al. (2000)	I was discriminated against on the basis of my sex.
Control^a				
Work Schedule Control	4	.91	Based on Havens & Vasey (2003) and Morgeson & Humphrey (2006)	I have control over decisions about my work schedule.
Decision Involvement	4	.86		I can influence my unit's decisions about staffing.
Method Control	4	.86		I can control the quality of my work.
Work Schedule Justice^a				
Distributive	4	.86	Based on Colquitt (2001)	Compared to my coworkers, my work schedule is fair.
Interactional	4	.93		The person responsible for my schedule treats me with respect.
Informational	4	.92		I receive clear communications about the procedures for setting my schedule.

Notes. ^a Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^b yes/no question with open-ended follow-up question; ^c Five-point frequency scale (1 = never; 5 = nearly every day); ^d Five-point planning scale (1 = I have not begun my planning; 5 = I have completed my planning); ^e Five-point frequency scale (1 = never; 5 = very often); ^f Open-ended response format; ^g Five-point rating scale (1 = much better; 5 = much below average)

Table B-1. Wave 1 measures, references, and example items, continued

Wave 1 Measure	Number of Items	α	Reference	Example Items
Positive Events ^e	35	--	Developed	My manager complimented my work. A coworker thanked me for my work.
Workload ^e			Developed	
Qualitative Workload	4	.80	Based on French et al. (2000)	I was expected to do more than my skills and/or education provide.
Quantitative Workload	9	.92		I did not have enough time to complete all of my nursing tasks.
Professional Standards ^e	2	.72	Developed	I was asked to provide patient care that was against my nursing judgment.
Constraints ^e			Based on Gurses & Carayon (2007) and Peters et al. (1985)	
Equipment	3	.81		I had to use equipment that was in poor condition.
Technology	3	.75		I had technical difficulties with computer systems.
Info/Communication	4	.88		I received incomplete or unclear information from other people.
Death and Dying ^e	5	.78	Based on French et al. (2000)	I felt helpless in the case of a patient who failed to improve.
Staffing ^e				
Staff Mix	6	.92	Developed	I did not have enough RNs to meet patient care demands.
Staff Sufficiency	5	.78		I did not have enough staff to adequately cover the unit.
Ergonomic Hazards ^e	6	.78	Based on Trinkoff et al. (2003)	How often do you push/pull heavy objects or people?
Engagement ^e				
Dedication	3	.87	Based on Schaufeli et al. (2006)	I was enthusiastic about my job.
Vigor	3	.89		At my job, I feel strong and vigorous.
Absorption	3	.83		I feel happy when I am working intensely.

Notes. ^a Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^b yes/no question with open-ended follow-up question; ^c Five-point frequency scale (1 = never; 5 = nearly every day); ^d Five-point planning scale (1 = I have not begun my planning; 5 = I have completed my planning); ^e Five-point frequency scale (1 = never; 5 = very often); ^f Open-ended response format; ^g Five-point rating scale (1 = much better; 5 = much below average)

Table B-1. Wave 1 measures, references, and example items, continued

Wave 1 Measure	Number of Items	α	Reference	Example Items
Embeddedness^a				
Affective Community Commitment	4	.95	Based on Meyer et al. (1993)	This community has a great deal of personal meaning for me.
Continuance Community Commitment	4	.77		Right now, staying in my community is a matter of necessity for me.
Personality^a				
Proactive Personality	5	.76	Based on Goldberg (1999); Sinclair & Oliver (2004); and Snyder et al. (1996)	If I see something I don't like, I fix it.
Self-Discipline	5	.72		I go straight for the goal.
Industriousness	5	.74		I get my chores/tasks done right away.
Commitment	5	.82		I enjoy most things in my life.
Challenge	5	.73		I see stressful events as opportunities to grow personally.
Optimism	5	.78		I am always optimistic about my future.
Hope	6	.82		I can think of many ways to reach my current goals.
Core Self Evaluations^a				
Self-Esteem	5	.77	Based on Judge et al. (1998) and Goldberg (1999)	Sometimes when I fail I feel worthless.
Self-Efficacy	5	.74		I am capable of coping with most of my problems.
Neuroticism	5	.73		Sometimes I feel depressed.
Locus of Control	5	.57		I determine what will happen in my life.
Subjective Age^f	8	--	Barak (1987) Cleveland & Shore (1992)	I FEEL as though I am ____ years old .

Notes. ^a Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^b yes/no question with open-ended follow-up question; ^c Five-point frequency scale (1 = never; 5 = nearly every day); ^d Five-point planning scale (1 = I have not begun my planning; 5 = I have completed my planning); ^e Five-point frequency scale (1 = never; 5 = very often); ^f Open-ended response format; ^g Five-point rating scale (1 = much better; 5 = much below average)

Table B-1. Wave 1 measures, references, and example items, continued

Wave 1 Measure	Number of Items	α	Reference	Example Items
Coping^e				
Active Coping	3	.66	Based on Carver et al. (1989)	I concentrate my efforts on doing something about the stressful event.
Behavioral Disengagement	3	.67		I just give up trying to reach my goal.
Humor	3	.86		I laugh about the situation.
Instrumental Social Support	3	.78		I try to get advice from someone about what to do.
Mental Disengagement	3	.43		I daydream about things other than the stressful situation.
Positive Reinterpretation	3	.72		I try to see it in a different light, to make it seem more positive.
Religious Coping	3	.96		I put my trust in God or a higher power.
Restraint	3	.57		I hold off doing anything about it until the situation permits.
Substance Use	3	.95		I use alcohol or drugs to make myself feel better.
Emotional Social Support	3	.90	I discuss my feelings with someone.	
Subjective Health^g	1	--	Based on Chipperfield (1993)	Compared to other people your age, how would you rate your health?

Notes. ^a Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^b yes/no question with open-ended follow-up question; ^c Five-point frequency scale (1 = never; 5 = nearly every day); ^d Five-point planning scale (1 = I have not begun my planning; 5 = I have completed my planning); ^e Five-point frequency scale (1 = never; 5 = very often); ^f Open-ended response format; ^g Five-point rating scale (1 = much better; 5 = much below average)

Table B-2. Weekly measures, references, and example items

Weekly Measures	Number of Items	Reference	Example Items
Positive Events^a	33	Developed	I helped save the life of a patient. My manager helped me when I really needed it.
Most Positive Event^b	1		During the past 7 days, what has been the most positive event?
Appraisal Questions^c	7	Developed	How rewarding was the event to you?
Organization Suggestion^b	1		What, if anything, could your organization do to <u>increase</u> the likelihood that this event will occur again in the future?
Negative Events^a			
Workload	2	Based on French et al. (2000)	I did not have enough time to finish my tasks during the scheduled shift.
Interpersonal Conflicts	4	Based on Cortina et al. (2001)	I had an interpersonal conflict with a coworker (e.g., I was ignored, treated unprofessionally, doubted, disrespected).
Autonomy	1	Developed	I was micromanaged.
Discrimination	2	Based on French et al. (2000)	I was sexually harassed.
Professional Standards	1	Developed	I was asked to provide patient care that was against my personal and/or professional beliefs or values.
Death and Dying	1	Based on French et al. (2000)	I felt helpless when a patient failed to improve.
Communication Constraints	1	Based on Gurses & Carayon (2007)	I received incomplete or unclear information about a patient's condition.
Equipment Constraints	1	Developed	I experienced problems with equipment or supplies (e.g., computer system problems, unfamiliar equipment, misplaced supplies).

Notes. ^a Seven-point frequency scale (1 = 0 shifts; 7 = 6+ Shifts); ^b Open-ended question; ^c Five-point quantity scale (1 = not at all; 5 = very); ^d Five-point frequency scale (1 = not at all; 5 = a lot); ^e Three-point effectiveness scale (1 = not effective at all; 3 = very effective); ^f Five-point frequency scale (1 = never; 5 = very often); ^g Five-point pain scale (1 = no pain; 5 = worst pain ever in your life); ^h Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ⁱ Five-point rating scale (1 = much better; 5 = much below average)

Table B-2. Weekly measures, references, and example items, continued

Weekly Measures	Number of Items	Reference	Example Items
Staffing^a			
Staffing Preparation	3	Developed	I did not have enough <i>experienced</i> RNs to take care of patient needs.
Staffing Presence	4		I did not have enough staff to adequately cover the unit.
Staffing Outcomes	9		I worked an overtime shift.
Most Negative Event^b	1	Developed	During the past 7 days, what has been the most negative event?
Appraisal Questions^c	7		How undesirable was the event to you?
Organization Suggestion^b	1		What, if anything, could your organization do to <u>decrease</u> the likelihood that this event will occur again in the future?
Most Negative Conflict^b	1		During the past 7 days, what has been the most negative interpersonal conflict?
Appraisal Questions^c	6		How stressful was the event?
Organization Suggestion^b	1		What, if anything, could your organization do to <u>decrease</u> the likelihood that this event will occur again in the future?
Coping Frequency^d and Coping Effectiveness^e	10	Based on Carver et al. (1989)	I've been getting help and advice from other people
Engagement^f			
Dedication	3	Based on Schaufeli et al. (2006)	I was proud of the work that I did.
Vigor	3		At my job, I felt strong and vigorous.
Absorption	3		I was absorbed in my work.
Burnout^f			
Physical Fatigue	3	Based on Shirom & Melamed (2006)	Physically drained.
Cognitive Weariness	3		I have difficulty concentrating.
Emotional Exhaustion	3		Unable to be sensitive to the needs of coworkers and patients.

Notes. ^a Seven-point frequency scale (1 = 0 shifts; 7 = 6+ Shifts); ^b Open-ended question; ^c Five-point quantity scale (1 = not at all; 5 = very); ^d Five-point frequency scale (1 = not at all; 5 = a lot); ^e Three-point effectiveness scale (1 = not effective at all; 3 = very effective); ^f Five-point frequency scale (1 = never; 5 = very often); ^g Five-point pain scale (1 = no pain; 5 = worst pain ever in your life); ^h Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ⁱ Five-point rating scale (1 = much better; 5 = much below average)

Table B-2. Weekly measures, references, and example items, continued

Weekly Measure	Number of Items	Reference	Example Items
Health Symptoms^f	8	Based on Spector and Jex (1998)	I had a headache.
Sleep Behavior	4	Developed	How would you rate your sleep quality for this week overall?
Physical Discomfort^g	9	Based on Sauter et al. (2005)	Rate your <u>level of physical discomfort</u> (pain, aching, stiffness, numbness, tingling, burning, etc.) in each of the following parts of your body <u>over the past 7 days</u> .
Health Behaviors^b	9	NIAAA Questions	In the past 7 days, on how many days did you drink alcohol?
Perceived Unit Effectiveness^h	5	Shortell et al. (1991)	Our unit almost always met its patient care needs this week
Satisfaction with Quality of Care^h	3	Hinshaw & Atwood (1984)	Most of the time I was satisfied with the patient care I gave.
Subjective Healthⁱ	1	Based on Chipperfield (1993)	Compared to other people your age, how would you rate your health?

Notes. ^a Seven-point frequency scale (1 = 0 shifts; 7 = 6+ Shifts); ^b Open-ended question; ^c Five-point quantity scale (1 = not at all; 5 = very); ^d Five-point frequency scale (1 = not at all; 5 = a lot); ^e Three-point effectiveness scale (1 = not effective at all; 3 = very effective); ^f Five-point frequency scale (1 = never; 5 = very often); ^g Five-point pain scale (1 = no pain; 5 = worst pain ever in your life); ^h Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ⁱ Five-point rating scale (1 = much better; 5 = much below average)

Table B-3. Wave 2 measures, references, and example items

Wave 2 Measure	Number of Items	α	Reference	Example Items
Qualitative Responses^a				
Recommendation for field	1	--	Developed	What one recommendation would you make to increase the likelihood that nurses will remain in nursing?
Best thing about your job	1	--		What is the one best thing about your job?
Worst thing about your job	1	--		What is the one worst thing about your job?
Reasons for entering the field^b	13	--	Developed	e.g., salary level, helping people, feelings of self-fulfillment.
Occupational Commitment^c				
Affective Commitment	4	.90	Based on Meyer et al. (1993)	I feel a strong sense of "belonging" to the nursing profession.
Continuance Commitment	4	.78		Right now, working as a nurse is a matter of necessity for me.
Turnover Intentions^c				
Professional Turnover	3	.82	Based on Hom et al. (1984)	I often think about quitting this profession.
Retirement Intentions	3	.83		I often think about retiring.
Organizational Turnover	3	.91		If I have my own way, I will be working for some other organization one year from now.
Department Turnover	3	.95		I am planning to search for a new job outside this department during the next 12 months.
Planned Turnover^d	2	--		
Conditional Turnover^d	2	--		
Job Search Behavior^e	4	.81	Based on Kopelman et al. (1992)	How often have you thought about applying for a new job?

Notes. ^a Open-ended question; ^b Five-point scale of importance (1 = not important at all; 5 = extremely important); ^c Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^d yes/no question with open-ended follow-up question; ^e Five-point frequency scale (1 = never; 5 = nearly every day); ^f Five-point frequency scale (1 = never; 5 = very often); ^g Five-point likelihood scale (1 = very unlikely; 5 = very likely); ^h Five-point frequency scale (1 = rarely or none of the time; 5 = all of the time); ⁱ Five-point pain scale (1 = no pain; 5 = worst pain ever in your life); ^j Five-point rating scale (1 = much better; 5 = much below average)

Table B-3. Wave 2 measures, references, and example items

Wave 2 Measure	Number of Items	α	Reference	Example Items
Age Climate ^c	10	.85	Based on Goldberg et al. (2006)	In my organization, older nurses do not get as much support as they might need.
Organizational Commitment ^c				
Affective Commitment	4	.92	Based on Meyer et al. (1993)	I feel like "part of the family" at my organization.
Continuance Commitment	4	.84		I feel I have too few options to consider leaving this organization.
Employment Opportunities ^c				
Ease of Movement	3	.86	Based on Griffeth et al. (2005)	There are many jobs available for people like me in today's job market.
Desirability of Movement	3	.89		If I looked for a job, I would probably wind up with a better job than the one I have now.
Burnout ^f				
Physical Fatigue	6	.93	Based on Shirom & Melamed (2006)	I felt physically drained.
Cognitive Weariness	5	.97		I have difficulty concentrating.
Emotional Exhaustion	5	.84		I have been unable to be sympathetic to coworkers and patients.
Engagement ^f				
Dedication	3	.84	Based on Schaufeli et al. (2006)	My job inspired me.
Vigor	3	.87		At my job, I felt strong and vigorous.
Absorption	3	.82		I was absorbed in my work.
Satisfaction with Quality of Care ^c	3	.90	Based on Hinshaw & Atwood (1984)	The patient care I gave met my standards for good patient care.
Perceived Unit Effectiveness ^c	5	.86	Based on Shortell et al. (1991)	Overall, our unit was able to meet the needs for nursing care.

Notes. ^a Open-ended question; ^b Five-point scale of importance (1 = not important at all; 5 = extremely important); ^c Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^d yes/no question with open-ended follow-up question; ^e Five-point frequency scale (1 = never; 5 = nearly every day); ^f Five-point frequency scale (1 = never; 5 = very often; ^g Five-point likelihood scale (1 = very unlikely; 5 = very likely); ^h Five-point frequency scale (1 = rarely or none of the time; 5 = all of the time); ⁱ Five-point pain scale (1 = no pain; 5 = worst pain ever in your life); ^j Five-point rating scale (1 = much better; 5 = much below average)

Table B-3. Wave 2 measures, references, and example items, continued

Wave 2 Measure	Number of Items	α	Reference	Example Items
Personality^c				
Optimism	4	.85	Based on Goldberg (1999)	I expect more good things to happen to me than bad.
Core Self Evaluations	13	.91	Based on Judge et al. (1998)	I am confident I get the success I deserve in life.
Challenge	5	.77	Sinclair & Oliver (2004)	I enjoy learning from my mistakes.
Income Adequacy				
Perceived^c	10	.90	Based on Sears (2008)	My current income allows me to have the lifestyle I want.
Expected^g	10	.91		I will be able to pay for the clothes I will need.
Health Behaviors^a	9	--	Based on NIAAA Questions	In the past 7 days, on how many days did you drink alcohol?
Depression^h	9	.87	Based on Santor & Coyne (1997)	In the past 30 days, how much have you felt depressed?
Health Symptoms^f	8	--	Based on Spector & Jex (1998)	I had a headache.
Physical Discomfortⁱ	9	--	Based on Sauter et al. (2005)	Rate your <u>level of physical discomfort</u> (pain, aching, stiffness, numbness, tingling, burning, etc.) in each of the following parts of your body over the past 30 days.
Subjective Health^j	1	--	Based on Chipperfield (1993)	Compared to other people your age, how would you rate your health?
Satisfaction with Life^c	5	.91	Diener et al. (1985)	In most ways my life is close to my ideal.
Personal Benefits of Research^c	4	.89	Newman et al. (2001)	I gained insight about my experiences through research participation.

Notes. ^a Open-ended question; ^b Five-point scale of importance (1 = not important at all; 5 = extremely important); ^c Five-point agreement scale (1 = strongly disagree; 5 = strongly agree); ^d yes/no question with open-ended follow-up question; ^e Five-point frequency scale (1 = never; 5 = nearly every day); ^f Five-point frequency scale (1 = never; 5 = very often); ^g Five-point likelihood scale (1 = very unlikely; 5 = very likely); ^h Five-point frequency scale (1 = rarely or none of the time; 5 = all of the time); ⁱ Five-point pain scale (1 = no pain; 5 = worst pain ever in your life); ^j Five-point rating scale (1 = much better; 5 = much below average)

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