

THE OREGON NURSE RETENTION PROJECT:

Final Report to the Northwest Health Foundation

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Appendix A: List of Measures



The Oregon Nurse Retention Project: Contributors

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The Oregon Nurse Retention Project: Acknowledgements

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Appendix A

Complete list of measures used in Oregon Nurse Retention Project Research

The tables on the following pages provide a list of all of the measures used in ONRP research. In some cases, these measures were constructed for the specific aims of the research grant. In other cases, the measures were suggested by nurses who participated in focus groups as part of the development of the research. In still other cases, we used all or portions of previously validated instruments, sometimes making adjustments as necessary to fit the nursing context of our work.

We are happy to share any of these measures with interested researchers. We provide reliability information where we have it available and when possible include citations to studies having previously used the measures and/or providing the inspiration for our measures. These measures are freely available to researchers to use for non-commercial research purposes. For more information about any particular measure please contact the grant team and we will be happy to help in any way we can. We expect to share specific studies using these data as they become available.

Table A-1. Wave 1 measures, references, and sample items.

Wave 1 Measure	Number of Items	α	Reference	Example Items
Occupational Commitment^a			Based on Meyer et al. (1993)	
Affective Commitment	4	.89		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			Based on Hom et al. (1984)	
Professional Turnover	3	.83		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	--		
Perceived Support^a			Based on Eisenberger et al. (1986)	
Organizational Support	4	.83		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.
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.

Note. ^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 A-1. Wave 1 measures, references, and sample items (continued).

Wave 1 Measure	Number of Items	α	Reference	Example Items
Organizational Commitment^a			Based on Meyer et al. (1993)	
Affective Commitment	4	.93		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			Based on Cortina et al. (2001)	
Patient/Family	4	.92		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.
Control^a			Based on Havens & Vasey (2003) and Morgeson & Humphrey (2006)	
Work Schedule Control	4	.91		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			Based on Colquitt (2001)	
Distributive	4	.86		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.
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.

Note. ^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 A-1. Wave 1 measures, references, and sample items (continued).

Wave 1 Measure	Number of Items	α	Reference	Example Items
Workload^e			Based on French et al. (2000)	
Qualitative Workload	4	.80		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.
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.
Staffing^e			Developed	
Staff Mix	6	.92		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.
Engagement^e			Based on Schaufeli et al. (2006)	
Dedication	3	.87		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.
Positive Events^e	35	--	Developed	My manager complimented my work. A coworker thanked me for my work.
Professional Standards^e	2	.72	Developed	I was asked to provide patient care that was against my nursing judgment.
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.
Ergonomic Hazards^e	6	.78	Based on Trinkoff et al. (2003)	How often do you push/pull heavy objects or people?

Note. ^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 A-1. Wave 1 measures, references, and sample items (continued).

Wave 1 Measure	Number of Items	α	Reference	Example Items
Embeddedness^a			Based on Meyer et al. (1993)	
Affective Community Commitment	4	.95		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			Based on:	
Proactive Personality	5	.76	Goldberg (1999)	If I see something I don't like, I fix it.
Self-Discipline	5	.72	Goldberg (1999)	I go straight for the goal.
Industriousness	5	.74	Goldberg (1999)	I get my chores/tasks done right away.
Commitment	5	.82	Sinclair & Oliver (2004)	I enjoy most things in my life.
Challenge	5	.73	Sinclair & Oliver (2004)	I see stressful events as opportunities to grow personally.
Optimism	5	.78	Snyder et al. (1996)	I am always optimistic about my future.
Hope	6	.82	Snyder et al. (1996)	I can think of many ways to reach my current goals.
Core Self Evaluations^a			Based on Judge et al. (1998) and Goldberg (1999)	
Self-Esteem	5	.77		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.

Note. ^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 A-1. Wave 1 measures, references, and sample items (continued).

Wave 1 Measure	Number of Items	α	Reference	Example Items
Coping^e			Based on Carver et al. (1989)	
Active Coping	3	.66		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?

Note. ^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 A-2. Weekly measures, references, and example items.

Weekly Measures	Number of Items	Reference	Example Items
Most Positive Event^b	1	Developed	During the past 7 days, what has been the most positive event?
Appraisal Questions ^c	7		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).
Positive Events^a	33	Developed	I helped save the life of a patient. My manager helped me when I really needed it.

Note. ^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 A-2. Weekly measures, references, and example items (continued).

Weekly Measures	Number of Items	Reference	Example Items
Staffing^a		Developed	
Staffing Preparation	3		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?
Engagement^f		Based on Schaufeli et al. (2006)	
Dedication	3		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		Based on Shirom & Melamed (2006)	
Physical Fatigue	3		Physically drained.
Cognitive Weariness	3		I have difficulty concentrating.
Emotional Exhaustion	3		Unable to be sensitive to the needs of coworkers and patients.
Coping Frequency^d and Coping Effectiveness^e	10	Based on Carver et al. (1989)	I've been getting help and advice from other people

Note. ^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 A-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 Health ⁱ	1	Based on Chipperfield (1993)	Compared to other people your age, how would you rate your health?

Note. ^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 A-3. Wave 2 measures, references, and example items.

Wave 2 Measure	Number of Items	α	Reference	Example Items
Qualitative Responses^a			Developed	
Recommendation for field	1	--		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?
Occupational Commitment^c			Based on Meyer et al. (1993)	
Affective Commitment	4	.90		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			Based on Hom et al. (1984)	
Professional Turnover	3	.82		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?
Reasons for entering the field^b	13	--	Developed	e.g., salary level, helping people, feelings of self-fulfillment.

Note. ^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 A-3. Wave 2 measures, references, and example items (continued).

Wave 2 Measure	Number of Items	α	Reference	Example Items
Organizational Commitment^c			Based on Meyer et al. (1993)	
Affective Commitment	4	.92		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			Based on Griffeth et al. (2005)	
Ease of Movement	3	.86		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			Based on Shirom & Melamed (2006)	
Physical Fatigue	6	.93		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			Based on Schaufeli et al. (2006)	
Dedication	3	.84		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.
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.

Note. ^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 A-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			Based on Sears (2008)	
Perceived ^c	10	.90		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 quantity-frequency questions	In the past 7 days, on how many days did you drink alcohol?
Depression^h	9	.87	CES-D 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.

Note. ^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)