

THE OREGON NURSE RETENTION PROJECT:

Final Report to the Northwest Health Foundation

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Appendix C: Content Validation Results



The Oregon Nurse Retention Project: Contributors

Robert R. Sinclair, Ph.D.
Clemson University

Cynthia D. Mohr, Ph.D.
Portland State University

Sue Davidson, Ph.D., R.N., CNS
Oregon Nurses Association

Lindsay E. Sears, M.S.
Clemson University

Nicole Deese, M.S.
Clemson University

Robert R. Wright, B.A.
Portland State University

Melissa C. Waitsman, B.A.
Clemson University

Laurie Jacobs, M.S.
Portland State University

David Cadiz, M.S.
Portland State University

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Correspondence to the first author:

Robert R. Sinclair, Ph.D.
Associate Professor of Psychology
Clemson University
418 Brackett Hall
Clemson, SC
29634
(864) 656-3931
rsincla@clemson.edu

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Appendix C

Content Validation Results for Wave 1 Positive and Negative Work Experience Items.

Table C-1. Content validation results – Wave 1 work experiences.

	Successes	Supports	Demands	Conflicts
I developed a close bond with my patient.	100%			
I educated my patient/family about his/her condition(s).	100%			
I figured out how to perform a difficult task.	100%			
I had a patient whose condition unexpectedly improved.	100%			
I helped my patient die with dignity.	100%			
I helped my patient physically feel better.	100%			
I helped save the life of a patient.	100%			
I overcame a challenge at work.	100%			
I provided emotional support to my patient/patient's family.	100%			
I realized I made a difference in someone else's life.	100%			
I successfully implemented a challenging procedure for my patient.	100%			
I taught my patient a complex self-care task.	100%			
A coworker complimented my work.	14%	86%		
A coworker thanked me for my work.		100%		
A physician complimented my work.	14%	86%		
A physician helped me when I really needed it.		100%		
A physician thanked me for my work.		100%		
Another nurse helped me when I really needed it.		100%		
At work, my coworkers and I shared a laugh about something.		100%		
I helped a fellow nurse when s/he needed me.		100%		
I responded to the emotional needs of a fellow worker.		100%		
I shared knowledge about nursing practice with a coworker.	14%	86%		
My charge nurse thanked me for my work.		100%		
My manager complimented my work.	14%	86%		
My manager helped me when I really needed it.		100%		
Other nurses shared knowledge with me about nursing practice.	14%	86%		
People in my unit went out of their way to be nice to each other.		100%		
A patient in my care died unexpectedly.			100%	
Care intensity was too high.			100%	
Equipment was not available because someone else was using it.			100%	
I did not have enough ancillary staff (e.g., housekeeping, X-ray, lab techs) to meet patient care demands.			100%	
I did not have enough experienced RNs to meet patient care demands.			100%	

I did not have enough RNs to meet patient care demands.			100%	
I did not have enough RNs with the specific education or skills needed for this unit.			100%	
I did not have enough support staff (e.g., patient aides, CNAs, LPN, administration) to meet patient care demands.			100%	
I did not have enough time to complete all of my nursing tasks.			100%	
I did not have enough time to provide emotional support to my patients.			100%	
I did not have enough time to respond to the needs of my patients' families.			100%	
I experienced the death of a patient with whom I had developed a close relationship.			100%	
I felt helpless in the case of a patient who failed to improve.			100%	
I had duties for which I did not have sufficient education and/or experience.			100%	
I had problems with outdated/antiquated computer systems.			100%	
I had technical difficulties with computer systems.			100%	
I had to spend time searching for information about a patient's condition.			100%	
I had to use equipment that was in poor condition.			100%	
I had to use unfamiliar equipment or technology.			100%	
I had to wait for information from other people.			100%	
I had too many non-nursing tasks required, such as clerical work.			100%	
I missed rest/meal breaks.			100%	
I received incomplete or unclear information from other people.			100%	
I received incomplete or unclear information from workers on previous shifts (e.g. during sign-out, shift change).			100%	
I spoke with a patient about his/her approaching death.			100%	
I was asked to provide patient care that was against my nursing judgment.			86%	14%
I was asked to provide patient care that was against my personal beliefs or values.			86%	14%
I was concerned that patients or family members will become physically violent.			86%	14%
I was expected to do more than my skills and/or education provide.			100%	
I was threatened by patients or their family members.			86%	14%
I watched a patient suffer.			100%	
I worked too many hours in a shift.			100%	
I worked too many shifts in a week.			100%	
I worked with other nurses who were overworked.			100%	
My assigned tasks at work were too difficult and/or complex.			100%	
Needed staff were pulled from our unit.			100%	
Patient acuity was too high.			100%	

Patients/families doubted your judgment on a matter for which you had responsibility.			100%	
Patients/families paid little attention to your statements or showed little interest in your opinions.			86%	14%
Patients/families put you down or were condescending to you.			100%	
Patients/families used abusive or degrading language towards you.			100%	
Requested staff were approved but did not arrive.			100%	
Requests for additional staff were denied.			100%	
Scheduled personnel were absent.			86%	14%
Scheduled personnel were late for a shift.			86%	14%
Supplies were not well-stocked.			100%	
The demands for work quality made upon me were unreasonable.			100%	
A manager doubted your judgment on a matter for which you had responsibility.			14%	86%
A manager paid little attention to your statements or showed little interest in your opinions.				100%
A manager put you down or was condescending to you.				100%
A manager used abusive or degrading language towards you.				100%
Coworkers doubted your judgment on a matter for which you had responsibility.				100%
Coworkers paid little attention to your statements or showed little interest in your opinions.				100%
Coworkers put you down or were condescending to you.				100%
Coworkers used abusive or degrading language towards you.				100%
Physicians doubted your judgment on a matter for which you had responsibility.				100%
Physicians paid little attention to your statements or showed little interest in your opinion.				100%
Physicians put you down or were condescending to you.				100%
Physicians used abusive or degrading language towards you.				100%
A coworker and/or manager gave me helpful feedback about my work.	29%	71%		
A coworker taught me effective ways to deal with people.	29%	71%		
A patient thanked me for my work.	71%	29%		
A patient's family member(s) thanked me for my work.	57%	43%		
I was discriminated against because of my religious or spiritual beliefs.			29%	71%
I was discriminated against because of my sexual orientation.			29%	71%
I was discriminated against because of race or ethnicity.			29%	71%
I was discriminated against due to my age.			29%	71%
I was discriminated against on the basis of my sex.			29%	71%
I was physically assaulted by patients or their family members.			71%	29%
I was sexually harassed.			29%	71%
I witnessed a violent event on my shift.			71%	29%

My coworker taught me an effective technique or strategy.	29%	71%		
My coworkers and I worked well as a team.	43%	57%		

Note.

Figures in table are the proportion of seven judges who indicated that the item belonged to that category.

Green shaded cells are the highest scores for items that were retained for subsequent analysis.

Gray shaded cells are the highest scores for items that were dropped because of low agreement.