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## NDNQI® RN Survey

NDNQI offers three versions of the RN Survey:

1. Practice Environment Scale
2. Job Satisfaction
3. Job Satisfaction--Short Form

Scale	Item Stem	Subscale	Number of items in scale and scale definition	1st year	Survey Version
<b>Job Enjoyment</b>	Nurses with whom I work would say that they...	<b>Job Enjoyment</b>	7 items: measure of the degree to which people like their work.	2004	All 3 versions
<b>Practice Environment Scale</b>	Indicate the extent to which you agree that the item is PRESENT IN YOUR CURRENT JOB.	<b>Nurse Participation in Hospital Affairs</b>	9 items: the participatory role and valued status of nurses in a broad hospital context.	2007	Practice Environment Scale only
		<b>Nursing Foundations for Quality of Care</b>	9 items: the nursing foundations for a high standard of patient care: a pervasive nursing philosophy, a nursing (rather than a medical) model of care, and nurses' clinical competence and development.		
		<b>Nurse Manager Ability, Leadership, and Support of Nurses</b>	5 items: the critical role and key qualities of the nurse manager and ways the nurse manager supports the nurse.		
		<b>Staffing and Resource Adequacy</b>	4 items: having adequate staff and support resources to provide quality patient care.		
		<b>Collegial Nurse-Physician Relations</b>	3 items: the positive work relationships between nurses and physicians.		

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Scale	Item Stem	Subscale	Number of items in scale and scale definition	1st year	Survey Option
Adapted Index of Work Satisfaction	Nurses with whom I work would say that they...	Task	6 items: Activities that must be done as a regular part of the job.	2004	Job Satisfaction and Short Form only
		Decision-Making	7 items: Management policies and practices related to decision-making.		
		Nurse-Nurse Interaction	6 items: Formal and informal contact among nurses during working hours.	2004	Job Satisfaction only
		Nurse-Physician Interaction	6 items: Formal and informal contact with physicians during working hours.		
		Autonomy	7 items: Amount of independence, initiative, and freedom permitted or required in daily work activities.		
		Professional Status	6 items: Importance or significance of the job, both in nurses' and others' view.		
		Pay	6 items: Cash remuneration and fringe benefits received for work performed.		
Adapted Nursing Work Index	Nurses with whom I work would say that they...	Professional Development	10 items: Opportunity and access to career development.	2004	Job Satisfaction only
		Supportive Nursing Management	5 items: Satisfaction with unit managers in relation to decisions, support, and consultation.		
		Nursing Administration	5 items: The visibility and power of the chief nursing officer.		

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Other survey items	Number of items	1st year	Survey Option
<b>RN Work Context items</b>	13 items	2004	All 3 versions
	4 items	2005	
	2 items	2006	
	5 items	2007	
	3 items	2008	
	4 items	2009	
<b>RN Characteristic items</b>	12 items	2004	All 3 versions
<b>Job Satisfaction items</b>	3 items: individual-focused ratings of job satisfaction or job enjoyment	2004	Job Satisfaction and Short Form only
	8 items: individual-focused ratings of job satisfaction	2004	Job Satisfaction only

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