069: Max Your Bet!

NDNQI RN Survey

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First Annual NDNQI Conference
January 31, 2007

Objectives

• Identify the differences between the RN Survey instrument options:
  – RN Survey with Job Satisfaction Scales
    • RN Survey with Job Satisfaction Scales-SF
  – RN Survey with Practice Environment Scale

• Discuss how to understand your Report using the RN Survey and Scoring Guide
NDNQI RN Survey

• Available to NDNQI member hospitals
• Annual, web-based Survey
• NDNQI hospitals register
  – April, May, June, August, September, October
• 3 week data collection
• Managed by hospital Survey Coordinator
  – Data Collection Protocol & Timeline
Survey Coordinator

• Before survey
  – Select participating units
  – Enter number of eligible RNs on each unit
  – Select RN Survey Instrument Option
  – Recruit RNs

• After survey
  – Report
    • Disseminate
    • Interpret
    • Develop Action Plans

Survey Participants

<table>
<thead>
<tr>
<th>Year</th>
<th>Hospitals</th>
<th>Units</th>
<th>RNs</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>64</td>
<td>1,385</td>
<td>17,805</td>
<td>52%</td>
</tr>
<tr>
<td>2003</td>
<td>131</td>
<td>2,943</td>
<td>41,524</td>
<td>62%</td>
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<tr>
<td>2004</td>
<td>206</td>
<td>5,080</td>
<td>75,876</td>
<td>64%</td>
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<tr>
<td>2005</td>
<td>382</td>
<td>9,124</td>
<td>144,207</td>
<td>64%</td>
</tr>
<tr>
<td>2006</td>
<td>494</td>
<td>11,580</td>
<td>176,842</td>
<td>65%</td>
</tr>
</tbody>
</table>
Job Satisfaction Instruments

- General index of job satisfaction
  - Job Enjoyment Scale
  - Brayfield & Rothe, 1951

- Index of Work Satisfaction
  - Stamps, 1997

- Nursing Work Index Revised
  - Aiken & Patrician, 2000
RN Job Satisfaction Survey

NDNQI-Adapted Index of Work Satisfaction
Job Enjoyment scale

Reference

• Stamps’ view of job satisfaction:
  A complex, multidimensional construct that captures individual’s reactions to specific components of their work
  Taunton et al., 2004
NDNQI-Adapted Index of Work Satisfaction

• Measures extent to which RNs like important job characteristics:
  – Task
  – Nurse-Nurse Interactions
  – Nurse-Physician Interactions
  – Decision-Making
  – Autonomy
  – Professional Status
  – Pay

NDNQI-Adapted Index of Work Satisfaction

• Consistent with purpose of NDNQI
  – Data collected and reported by nursing unit

• NDNQI adaptation
  – Stem:
    • Nurses with whom I work would say that…
  – Shift items from individual to unit focus
  – Supports validity of unit-level reports
• Task
  – 6 items
  – Activities that must be done as a regular part of the job
  – Example: They have sufficient time for direct patient care

• Nurse-Nurse interaction
  – 6 items
  – Formal and informal contact among nurses during working hours
  – Example: Nursing personnel pitch in and help each other when things get in a rush
NDNQI-Adapted Index of Work Satisfaction

• Nurse-Physician interaction
  – 6 items
  – Formal and informal contact with physicians during working hours
  – Example: Physicians respect the skill and knowledge of the nursing staff

• Decision-making
  – 6 items
  – Management policies and practices related to decision-making
  – Example: They have the freedom in their work to make important decisions
NDNQI-Adapted Index of Work Satisfaction

• Autonomy
  – 7 items
  – Amount of independence, initiative, and freedom permitted in daily work activities
  – Example: Nurses have a good deal of control over their own work.

• Professional Status
  – 6 items
  – Importance or significance of the job
  – Example: Their work contributes to a sense of personal achievement
Job Enjoyment Scale

- 7 items
- Measure of the degree to which people like their work
- Example: they are fairly well satisfied with their job.

Work Context on Nursing Unit

- Job plans of unit RNs
- Unit RNs’ perceived Quality of Care
- Working Extra
- Floating
- Last shift on unit
  - workload
- Usual shift and shift rotation
- Hours worked by RNs
- Breaks
Characteristics of Unit RNs

- Gender
- Race
- Age
- Role
- Tenure
- Nursing Education
- Education in U.S.
- Nursing Certification

RN Job Satisfaction Survey

- 2002-2003 contents
  - NDNQI-Adapted Index of Work Satisfaction
    - 7 subscales
  - Job Enjoyment scale
  - Work context items
  - RN characteristic items
RN Job Satisfaction Survey

• Added in 2004
  – Adapted Nursing Work Index subscales

NDNQI-Adapted Nursing Work Index subscales

• Measures extent to which selected job characteristics are present in the RN’s job:
  – Nurse Management
  – Nursing Administration
  – Professional Development
NDNQI-Adapted Nursing Work Index subscales

• Supportive Nursing Management
  – 5 items
  – Satisfaction with unit managers in relation to decision, support, and consultation
  – Example: Their nurse manager backs up the nursing staff in decision-making even in conflicts with physicians

• Nursing Administration
  – 5 items
  – The visibility and power of the chief nurse officer
  – Example: The chief nurse executive is equal in power to other top-level hospital executives.
NDNQI-Adapted Nursing Work Index subscales

- Professional Development
  - 10 items
  - Opportunity and access to career development
  - They have support for pursuing degrees in nursing

RN Survey with Job Satisfaction Scales

- Contents 2004 forward
  - NDNQI-Adapted Index of Work Satisfaction
    - 7 subscales
  - NDNQI-Adapted Nursing Work Index subscales
    - 3 subscales
    - Job Enjoyment scale
    - Work context items
    - RN characteristic items
    - 127 items
RN Survey with Job Satisfaction Scales-SF

- Contents
  - Task
  - Decision-making
    - Job Enjoyment scale
    - Work context items
    - RN characteristic items
  - 68 items total

Practice Environment Scale

- NQF-Endorsed National Voluntary Consensus Standards for Nursing Sensitive Care
  - Nurse Satisfaction
    - Practice Environment Scale

- Practice Environment

Organizational characteristics of a work setting that facilitate or constrain professional nursing practice

Lake, 2002
Practice Environment Scale

- Measures extent to which job characteristics are present in the RN’s job:
  - Nurse Participation in Hospital Affairs
  - Nursing Foundations for Quality of Care
  - Nurse Manager Ability, Leadership, & Support of Nurses
  - Staffing and Resource Adequacy
  - Collegial Nurse-Physician Relations

Practice Environment Scale

- Stem
  - Please indicate the extent to which you agree that the item is PRESENT IN YOUR CURRENT JOB
Practice Environment Scale

• Nurse Participation in Hospital Affairs
  – 9 items
  – The participatory role and valued status of nurses in a broad hospital context
  – Example: Opportunity for staff nurses to participate in policy decisions

Practice Environment Scale

• Nursing foundations for quality of care
  – 9 items
  – A pervasive nursing philosophy, a nursing (rather than a medical) model of care, and nurses’ clinical competence and development
  – Example: Working with nurses who are clinically competent
Practice Environment Scale

- Staffing and Resource Adequacy
  - 4 items
  - Having adequate staff and support resources to provide quality patient care
  - Example: Enough staff to get the work done

Practice Environment Scale

- Nurse Manager Ability, Leadership, & Support of Nurses
  - 5 items
  - The critical role and key qualities of the nurse manager and ways the nurse manager supports the nurse
  - Example: A nurse manager who backs up the nursing staff in decision-making, even if the conflict is with a physician.
Practice Environment Scale

• Collegial Nurse-Physician Relations
  – 3 items
  – The positive work relationships between nurses and physicians
  – Example: Collaboration (joint practice) between nurses and physicians

RN Survey with Practice Environment Scales

• Contents
  – Practice Environment Scale
    • 5 subscales & total score
  – Job Enjoyment scale
  – Work context items
  – RN characteristic items
  – 83 items total
Which instrument option should I select for my hospital?
### Job Satisfaction vs. Practice Environment

<table>
<thead>
<tr>
<th>Job Satisfaction</th>
<th>Practice Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Management</td>
<td>Nurse Manager Leader</td>
</tr>
<tr>
<td>RN-MD Interactions</td>
<td>RN-MD Relations</td>
</tr>
<tr>
<td>Task</td>
<td>Staffing/Resource Adequacy</td>
</tr>
<tr>
<td>Decision-making</td>
<td>Participation in Hosp Affairs</td>
</tr>
<tr>
<td>Nursing Administration</td>
<td></td>
</tr>
<tr>
<td>Professional Develop</td>
<td></td>
</tr>
<tr>
<td>Autonomy</td>
<td>Nursing Foundations</td>
</tr>
<tr>
<td>RN-RN Interactions</td>
<td></td>
</tr>
<tr>
<td>Professional Status</td>
<td></td>
</tr>
<tr>
<td>Pay</td>
<td></td>
</tr>
</tbody>
</table>

**Subscales derived from:**

- Index of Work Satisfaction
- Nursing Work Index-R

### RN Survey Instrument Options

- RN Survey with Job Satisfaction Scales
  - RN Survey with Job Satisfaction Scales-SF
- RN Survey with Practice Environment Scale
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2006 RN Survey Report
With 2006 Comparison Data

Be sure to download the companion document:
RN Survey and Scoring guide

Hospital Name
Address
RN Survey with Job Satisfaction Scales
Survey Conducted April 2006

RN Survey and Scoring Guide
Scoring Guide Contents

- Your Hospital’s Data
  - RN Eligibility Criteria
  - Individual Units in your hospital
  - Average of All Units in Your Hospital

- Comparison Data
  - Inclusion Criteria
  - Unit type comparison data
  - Average of all units in all hospitals comparison data
  - Elements
Scoring Guide Contents

• Report Tables and Item Scoring
  – Lists items reported in each table
    • PES and Job Satisfaction subscales
      – Lists items included in each subscale
      – Defines each subscale
    – Describes scoring procedures

• Addendums
  – Coefficient Alpha Reliability Estimates
  – References
  – RN Survey Unit Type Categories
  – Item Modifications
Report Tables

- Number of Hospitals, Units, and Responses
- Data Tables

Report: Comparison Data

- Unit Inclusion Criteria
  - 5 or more responses
  - 50% or higher response rate
Report: Your Hospital’s Data

- Individual Units in Your Hospital
  - Individual RN responses are summarized for each nursing unit
  - Units with <5 responses not reported
  - RN Characteristics not reported by unit

Table 1. All Participating Hospitals and Comparison Hospitals

<table>
<thead>
<tr>
<th>Number of Hospitals</th>
<th>Number of Units</th>
<th>Number of Responses</th>
<th>Unit Response Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Participating Units</td>
<td>416</td>
<td>11,580</td>
<td>176,942</td>
</tr>
</tbody>
</table>

Characteristics of Comparison Hospitals

<table>
<thead>
<tr>
<th>Units with &gt;5 responses and &gt;50% response rate.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Hospitals</td>
</tr>
<tr>
<td>---------------------</td>
</tr>
<tr>
<td>All Comparison Units</td>
</tr>
<tr>
<td>Magnet Hospitals</td>
</tr>
</tbody>
</table>

Hospital Type

- General Hospitals: 450, 7,194, 104,560, 90%
- Pediatric Hospitals: 11, 214, 4,900, 90%
- Other Specialty Hospitals: 21, 166, 2,845, 94%

Teaching Status

- Academic Medical Centers: 90, 2,162, 42,460, 90%
- Teaching Hospitals: 154, 2,641, 50,107, 80%
- Non-teaching Hospitals: 244, 2,021, 43,015, 70%

Hospital Enroll

<table>
<thead>
<tr>
<th>Number of Hospitals</th>
<th>Number of Units</th>
<th>Number of Responses</th>
<th>Unit Response Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;500</td>
<td>65</td>
<td>371</td>
<td>5,188</td>
</tr>
<tr>
<td>500-199</td>
<td>122</td>
<td>1,221</td>
<td>19,422</td>
</tr>
<tr>
<td>200-299</td>
<td>102</td>
<td>1,499</td>
<td>26,534</td>
</tr>
<tr>
<td>300-399</td>
<td>85</td>
<td>1,429</td>
<td>29,096</td>
</tr>
<tr>
<td>400-499</td>
<td>49</td>
<td>1,165</td>
<td>24,164</td>
</tr>
<tr>
<td>&gt;=5000</td>
<td>61</td>
<td>1,909</td>
<td>43,261</td>
</tr>
</tbody>
</table>

RN Survey Instrument Option

- Job Satisfaction Scales: 311, 4,896, 96,532, 79%
- Job Satisfaction Scales-Short Form: 95, 1,358, 25,678, 80%
- Practice Environment Scale: 82, 1,210, 22,024, 81%
Table 2. Comparison Data and Your Hospital Data
Number of Hospitals, Units, and Responses

<table>
<thead>
<tr>
<th>Comparison Data</th>
<th>Number of</th>
<th>Average Unit Response Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Comparison Units in All Comparison Hospitals</td>
<td>488</td>
<td>7,564</td>
</tr>
<tr>
<td>All Units in Your Hospital</td>
<td>21</td>
<td>497</td>
</tr>
<tr>
<td>Adult Critical Care</td>
<td>327</td>
<td>604</td>
</tr>
<tr>
<td>Critical Care</td>
<td>60</td>
<td>58</td>
</tr>
<tr>
<td>Adult Step-down</td>
<td>240</td>
<td>491</td>
</tr>
</tbody>
</table>

Report Tables

- Number of Hospitals, Units, and Responses
- Data Tables
  - RN Practice Environment, Job Satisfaction, and Job Enjoyment
  - RN Work Context
  - RN Characteristics
Scores Reported

- T-Score
  - Average T-Score of unit RNs
- Mean
  - Average score of unit RNs
- Percent
  - % of unit RNs endorsing item

Elements of Comparison Data

- Top Quartile Cut Point
- Upper and Lower confidence Limit
  - Is a significance difference a meaningful difference for your hospital?
- See Scoring Guide for details
**Data Tables**

Table 3. Practice Environment Scales

Table 4. Job Enjoyment

Table 5. Adapted Index of Work Satisfaction

Table 6. Adapted Nursing Work Index

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### Table 3. Practice Environment Scale Mean Scores

<table>
<thead>
<tr>
<th>Practical Environment Scale</th>
<th>Mean Scores</th>
<th>Rating of the extent to which characteristic is present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Participation in Hospital Affairs</td>
<td>2.72</td>
<td>The higher the score, the more positive the rating on a scale of 1-4</td>
</tr>
<tr>
<td>Nursing Foundations for Quality of Care</td>
<td>2.99</td>
<td></td>
</tr>
<tr>
<td>Nurse Manager, Ability, Leadership, and Support of Nurses</td>
<td>3.29</td>
<td></td>
</tr>
<tr>
<td>Staffing and Resource Adequacy</td>
<td>2.88</td>
<td></td>
</tr>
<tr>
<td>Colleagial Nurse-Physician Relations</td>
<td>2.98</td>
<td></td>
</tr>
<tr>
<td>Mean PES Score</td>
<td>2.89</td>
<td></td>
</tr>
</tbody>
</table>

| Average of All Comparison Units in All Comparison Hospitals | 2.72 | 2.99 | 3.29 | 2.88 | 2.98 | 2.89 |
| Top Quartile Cut Point | 2.91 | 3.12 | 3.16 | 2.98 | 3.16 | 3.05 |
| Upper Confidence Limit | 2.73 | 3.00 | 2.92 | 2.70 | 2.98 | 2.80 |
| Lower Confidence Limit | 2.70 | 2.97 | 2.87 | 2.65 | 2.95 | 2.83 |
| Average of All Units in Your Hospital | 2.62 | 2.98 | 2.99 | 2.99 | 2.85 | 2.89 |

### Table 4. Job Enjoyment Scale T-Score

<table>
<thead>
<tr>
<th>Job Enjoyment Scale T-Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average of All Comparison Units in All Comparison Hospitals</td>
</tr>
<tr>
<td>Top Quartile Cut Point</td>
</tr>
<tr>
<td>Upper Confidence Limit</td>
</tr>
<tr>
<td>Lower Confidence Limit</td>
</tr>
<tr>
<td>Average of All Units in Your Hospital</td>
</tr>
</tbody>
</table>
### Table 5. Adapted Index of Work Satisfaction T-Scores

<table>
<thead>
<tr>
<th>Task</th>
<th>RN-RN Interactions*</th>
<th>RN-MD Interactions*</th>
<th>Decision-making</th>
<th>Autonomy*</th>
<th>Professional Status*</th>
<th>Pay*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average of All</td>
<td>47.21</td>
<td>66.14</td>
<td>56.05</td>
<td>46.94</td>
<td>50.93</td>
<td>64.31</td>
</tr>
<tr>
<td>Comparison Units in All</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Comparison Hospitals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Top Quartile Cut Point</td>
<td>52.77</td>
<td>71.77</td>
<td>63.63</td>
<td>52.40</td>
<td>55.95</td>
<td>66.72</td>
</tr>
<tr>
<td>Upper Confidence Limit</td>
<td>47.42</td>
<td>60.36</td>
<td>56.28</td>
<td>47.14</td>
<td>51.05</td>
<td>54.73</td>
</tr>
<tr>
<td>Lower Confidence Limit</td>
<td>47.09</td>
<td>55.91</td>
<td>57.63</td>
<td>48.73</td>
<td>50.90</td>
<td>54.29</td>
</tr>
<tr>
<td>Average of All Units in Your</td>
<td>48.00</td>
<td>69.79</td>
<td>55.32</td>
<td>45.99</td>
<td>50.99</td>
<td>60.60</td>
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<tr>
<td>Hospital</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

< 40 = low satisfaction, 40-60 = moderate satisfaction, > 60 = high satisfaction

### Table 6. Adapted Nursing Work Index T-Scores

<table>
<thead>
<tr>
<th>Professional Development</th>
<th>Nursing Management</th>
<th>Nursing Administration</th>
</tr>
</thead>
<tbody>
<tr>
<td>NDNQI-Adapted Nursing Work Index Scale T-Score</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Limited to hospitals selecting the RN Survey with Job Satisfaction Scales instrument option</td>
<td></td>
<td></td>
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<tr>
<td>Excluded from Short Form</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average of All Comparison</td>
<td>61.96</td>
<td>56.49</td>
</tr>
<tr>
<td>Units in All Comparison</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hospitals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Top Quartile Cut Point</td>
<td>66.83</td>
<td>61.95</td>
</tr>
<tr>
<td>Upper Confidence Limit</td>
<td>60.99</td>
<td>56.70</td>
</tr>
<tr>
<td>Lower Confidence Limit</td>
<td>61.46</td>
<td>56.28</td>
</tr>
<tr>
<td>Average of All Units in Your Hospital</td>
<td>59.37</td>
<td>56.71</td>
</tr>
</tbody>
</table>
RN Work Context Tables

- Unit RN Job Plans for Next Year
- Unit Perceived Quality of Care
- Description of Unit last Shift
- Situations on Unit last Shift
- Meal Breaks on Unit last Shift
- Floating of Unit RNs

RN Job Plans

- What are your job plans for the next year?
  - Stay in my current position
  - Stay in direct patient care but in another unit in this hospital
  - Stay in direct patient care but outside this hospital
  - Leave direct patient care but stay in the nursing profession
  - Leave the nursing profession for another career
  - retire
Perceived Quality of Care

- How would you describe the quality of nursing care on your unit on the last shift you worked?
- In general, how would you describe the quality of nursing care delivered to patients on your unit?

1. Poor
2. Fair
3. Good
4. Excellent
Change in Perceived Quality of Care

- Overall, over the past year what has happened with the quality of patient care on your unit?
  -1    Deteriorated
  0    Remained the same
  +1    Improved

Table 8. Unit Perceived Quality of Care

<table>
<thead>
<tr>
<th>Average of All Comparison Units in All Comparison Hospitals</th>
<th>Mean Rating Last Shift Worked</th>
<th>Mean Rating in General</th>
<th>Mean Change Over Past Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Quartile Cut Point</td>
<td>3.63</td>
<td>3.67</td>
<td>0.43</td>
</tr>
<tr>
<td>Upper Confidence Limit</td>
<td>3.38</td>
<td>3.40</td>
<td>0.23</td>
</tr>
<tr>
<td>Lower Confidence Limit</td>
<td>3.37</td>
<td>3.38</td>
<td>0.22</td>
</tr>
<tr>
<td>Average of All Units in Your Hospital</td>
<td>3.31</td>
<td>3.31</td>
<td>0.22</td>
</tr>
</tbody>
</table>
Think about the last shift you worked. Please indicate the degree to which you agree or disagree that the following occurred:

- **Some important things just didn't get done for patients**
  1. Strongly agree
  2. Agree
  3. Tend to agree
  4. Tend to disagree
  5. Disagree
  6. Strongly disagree

- **Overall, I had a good day**
  1. Strongly disagree
  2. Disagree
  3. Tend to disagree
  4. Tend to agree
  5. Agree
  6. Strongly agree

### Table 10. Description of Unit Last Shift

<table>
<thead>
<tr>
<th>Mean Rating of Unit</th>
<th>Mean number of patients assigned to unit RNs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Important things didn’t get done</td>
<td>Overall had a good day</td>
</tr>
<tr>
<td>1=strongly agree 6=strongly disagree</td>
<td>1=strongly disagree 6=strongly agree</td>
</tr>
</tbody>
</table>

| Average of All Comparison Hospitals | 4.94 | 4.49 | 4.42 | 4.89 | 6.56 |
| Top Quartile Cut Point | 4.47 | 4.88 | 4.83 | 5.91 | 7.63 |
| Upper Confidence Limit | 4.06 | 4.50 | 4.44 | 4.97 | 6.64 |
| Lower Confidence Limit | 4.03 | 4.47 | 4.41 | 4.92 | 6.47 |
| Average of All Units in Your Hospital | 4.95 | 4.39 | 4.21 | 6.07 | 8.22 |
Situations on Unit last Shift

Think about the last shift that you worked. Did any of the following situations occur?

- I had enough time to spend with each patient
- I had enough help to lift or move patients
- Discharged patients were prepared adequately for home care
- I didn’t have enough time to document care
- Inadequate staffing either prevented or resulted in patient admissions, transfers, or discharges

1. Yes
2. No
3. Not Applicable

Table 11. Situations on Unit Last Shift

<table>
<thead>
<tr>
<th>% of Unit RNs Reporting</th>
<th>% Yes</th>
<th>% Yes</th>
<th>% No</th>
<th>% Yes</th>
<th>% No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Had enough help to lift or move</td>
<td>78</td>
<td>62</td>
<td>70</td>
<td>87</td>
<td>77</td>
</tr>
<tr>
<td>Had enough time with patients</td>
<td>93</td>
<td>81</td>
<td>83</td>
<td>100</td>
<td>94</td>
</tr>
<tr>
<td>Didn’t have enough time to document</td>
<td>79</td>
<td>63</td>
<td>70</td>
<td>86</td>
<td>77</td>
</tr>
<tr>
<td>Discharged patients were prepared adequately</td>
<td>79</td>
<td>62</td>
<td>69</td>
<td>87</td>
<td>76</td>
</tr>
<tr>
<td>Inadequate staffing affected unit admissions, transfers, discharges</td>
<td>75</td>
<td>60</td>
<td>60</td>
<td>88</td>
<td>73</td>
</tr>
</tbody>
</table>

The higher the percent the more positive the rating.

A unit with no data for an item if no unit RN responded yes or no to that item, excludes “not applicable” responses.
Meal Breaks

- Select the most appropriate description of your meal break(s) on your last shift
  1. I was not able to sit down for a meal during the shift
  2. I was able to sit down for a meal during the shift but was not free of patient responsibilities
  3. I was able to sit down for a meal and was completely free of patient responsibilities

- On your last shift, what was the total duration of your meal break(s)?
  1. >=15 minutes
  2. 16-30 minutes
  3. 31-45 minutes
  4. 46-60 minutes
  5. 61-75 minutes

Table 12. Meal Breaks on Unit Last Shift

<table>
<thead>
<tr>
<th>% of Unit RNs Reporting Meal Break Experience</th>
<th>% of Unit RNs Reporting Minutes of Meal Break</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Unable to sit down for break</td>
<td>% Able to sit down, not free of patients</td>
</tr>
<tr>
<td>Average of All Comparison Hospitals</td>
<td>16</td>
</tr>
<tr>
<td>Top Quarte Cut Point</td>
<td>22</td>
</tr>
<tr>
<td>Upper Confidence Limit</td>
<td>16</td>
</tr>
<tr>
<td>Lower Confidence Limit</td>
<td>15</td>
</tr>
<tr>
<td>Average of All Units in Your Hospital</td>
<td>16</td>
</tr>
</tbody>
</table>
## RN Characteristics Tables

### Average Unit RN Age, Role, & Job Situation

- **What is your age?**
- **What is your role?**
  1. Staff Nurse
  2. Clinical Nurse Specialist
  3. Case Manager
  4. Nurse Practitioner
  5. Other
- **Select the most appropriate description of your job situation**
  1. Regular, permanent full-time employee of hospital
  2. Regular, permanent part-time employee of hospital
  3. PRN or Per-Diem employee of hospital
Table 20. Average Unit RN Age, Role, and Job Situation

<table>
<thead>
<tr>
<th></th>
<th>% of Unit RNs Reporting Age</th>
<th>% of Unit RNs Reporting Job Situation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>% &lt;= 30</td>
<td>% &gt; 40</td>
</tr>
<tr>
<td>Average of All Comparison Units in All Comparison Hospitals</td>
<td>17</td>
<td>55</td>
</tr>
<tr>
<td>Top Quartile Cut Point</td>
<td>27</td>
<td>76</td>
</tr>
<tr>
<td>Upper Confidence Limit</td>
<td>17</td>
<td>56</td>
</tr>
<tr>
<td>Lower Confidence Limit</td>
<td>17</td>
<td>57</td>
</tr>
<tr>
<td>Average of All Units in Your Hospital</td>
<td>8</td>
<td>64</td>
</tr>
</tbody>
</table>

Interpreting Reports

- Unit data
  - unit type comparison data
- Unit Response Rates
How do we use the Reports to develop a plan of action?

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www.nursingquality.org
Coefficient Alpha Reliability Estimates

- Job Enjoyment
  - .92

- Adapted Index of Work Satisfaction
  - .82 to .92 across 7 subscales

- Adapted Nursing Work Index
  - .88 to .92 across 3 subscales

- Practice Environment Scale
  - .85 to .89 across 5 subscales