

VERMONT NURSES: JOB ANALYSIS & RETENTION

The following survey was developed as part of the University of Vermont's Office of Nursing Workforce Research, Planning and Development's efforts to study nurses' jobs and how individuals react to them.

Results are shown from 1,509 surveys that were returned from October 2003 to February 2003

Are you currently working as a nurse? Yes 91% No 9% If No, please return this survey now. Thank you!

If you are a practicing RN, please complete the rest of the survey.

BACKGROUND INFORMATION: (Means)

Number of years employed as a nurse? 21.6 yrs.

Number of years employed in current organization? 10.7 yrs.

Number of years employed in current position? 7.2 yrs.

How many different jobs have you had in nursing? 4.8

Gender: M 5% F 95%

Age: 48 yrs.

What is your highest education level in nursing?

Diploma 21%	Baccalaureate 38%	Doctorate .14%
Associate Degree 34%	Master's 6%	Other .14%

What is your highest earned degree?

Diploma 17%	Baccalaureate 44%	Doctorate .21%
Associate Degree 27%	Master's 11%	Other .07%

Is your position: Part-time 45% Full-time 55%

How many hours a week do you work? 33 hrs.

Do you work for more than one employer? Yes 18% No 82% If yes, how many? 2=85% 3=11% >3 = 3%

Primary Setting: (Please Check ONE)

- 3% Community/Neighborhood Health Center
- 10% Home Health Agency
- 50% Hospital
- 2% Independent Practice
- 10% Long Term Care/Assisted Living facility
- 1% Mental Health Center
- 1% Nursing Education: Academic Setting
- 7% Physician/or Group practice
- 6% School Nurse
- 2% Public Health
- 4% Multiple Settings
- 4% Other

What is the **primary activity** in your principle position?
(Check ONE)

- 61% Patient Care
- 13% Nurse Manager/Head Nurse
- 4% Nurse Executive
- 5% Quality Assurance/Utilization Review
- 4% Public Health
- 4% Teaching/Instruction
- 4% Other?
- 5% Multiple Settings

INTENTION TO STAY:

How many more years do you plan to continue working? 15 yrs.

How long do you plan to continue working as an RN? 13 yrs.

How many more years do you plan to stay in your current position? 8 yrs.

At what age do you plan to retire? 63 yrs.

To what extent do you plan to continue working after "retirement?"

1. 16%	2. 39%	3. 30%	4. 8%	5. 7%
Not at All				To a Great Extent

If you plan to continue working, do you expect to work in nursing after retirement? Yes 67% No 33%

Are you retired now, but working as an RN? Yes 2% No 98%

Section One: JOB DESIGN

This part of the questionnaire asks you to describe your job, as *objectively* as you can. Please do *not* use this part of the questionnaire to show how much you like or dislike your job. Questions about that will come later. Instead, try to make your descriptions as accurate and as objective as you possibly can.

1. To what extent does your job require you to work closely with other people (either “clients,” or people in related jobs in your own organization)?
 1. (.14%) 2. (.07%) 3. (.71%) 4. (2%) 5. (2%) 6. (10%) 7. (85%)
 Very little: dealing with other people is not at all necessary in doing the job. Moderately: some dealing with others is necessary. Very much: dealing with other people is an absolutely essential and crucial part of doing the job.

2. How much autonomy is there in your job? That is, to what extent does your job permit you to decide *on your own* how to go about doing the work?
 1. (1%) 2. (2%) 3. (6%) 4. (23%) 5. (24%) 6. (23%) 7. (19%)
 Very little: the job gives me almost no personal “say” about how and when the work is done. Moderate autonomy: many things are standardized and not under my control, but I can make some decisions about the work. Very much: the job gives me almost complete responsibility for deciding how and when the work is done.

3. To what extent does your job involve doing a “*whole*” and “*identifiable piece of work*?” That is, is the job a complete piece of work that has an obvious beginning and end? Or is it only a small *part* of the overall piece of work, which is finished by other people or by automatic machines?
 1. (1%) 2. (4%) 3. (8%) 4. (21%) 5. (24%) 6. (23%) 7. (19%)
 My job is only a tiny part of the overall piece of work: the results of my activities cannot be seen in the final product or service. My job is a moderate-sized “chunk” of the overall piece of work: my own contribution can be seen in the final outcome. My job involves doing the whole piece of work, from start to finish: the results of my activities are easily seen in the final product or service.

4. How much *variety* is there in your job? That is, to what extent does the job require you to do many different things at work, using a variety of your *skills* and talents?
 1. (.64%) 2. (2%) 3. (6%) 4. (14%) 5. (19%) 6. (28%) 7. (31%)
 Very little: the job requires me to do the same routine things over and over again. Moderate variety. Very much: the job requires me to do many different things, using a number of different skills and talents.

5. In general, how *significant or important* is your job? That is, are the results of your work likely to significantly affect the lives and well-being of other people?
 1. (.07%) 2. (.36%) 3. (2%) 4. (8%) 5. (11%) 6. (31%) 7. (47%)
 Not very significant: the outcomes of my work are *not* likely to have important effects on other people. Moderately significant. Highly significant: the outcomes of my work can affect other people in very important ways.

6. To what extent do *managers or co-workers* let you know how well you are doing on your job?
 1. (5%) 2. (9%) 3. (11%) 4. (24%) 5. (24%) 6. (19%) 7. (8%)
 Very little: people almost never let me know how well I am doing. Moderately: sometimes people may give me “feedback”; other times they may not. Very much: managers or co-workers provide me with almost constant “feedback” about how well I am doing.

7. To what extent does *doing the job itself* provide you with information about your work performance? That is, does the actual *work itself* provide clues about how well you are doing – aside from any “feedback” co-workers or supervisors may provide?
 1. (.64%) 2. (3%) 3. (8%) 4. (26%) 5. (29%) 6. (25%) 7. (8%)
 Very little: the job itself is set up so I could work forever without finding out how well I am doing. Moderately: sometimes doing the job provides “feedback” to me: sometimes it does not. Very much: the job is set up so that I get almost constant “feedback” as I work about how well I am doing.

Section Two: JOB DESIGN (b)

Listed below are a number of statements which could be used to describe a job. Once again, please try to be as objective as you can in deciding how accurately each statement describes your job – regardless of whether you like or dislike your job.

Write a number in the blank beside each statement, based on the following scale:

1 VERY INACCURATE	2 MOSTLY INACCURATE	3 SLIGHTLY INACCURATE	4 UNCERTAIN	5 SLIGHTLY ACCURATE	6 MOSTLY ACCURATE	7 VERY ACCURATE
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1. The job requires me to use a number of complex or high-level skills.
 1. (1%) 2. (3%) 3. (5%) 4. (1%) 5. (18%) 6. (38%) 7. (34%)
2. The job requires a lot of cooperative work with other people.
 1. (.49%) 2. (.70%) 3. (.77%) 4. (.70%) 5. (8%) 6. (31%) 7. (59%)
3. The job is arranged so that I do not have the chance to do an entire piece of work from beginning to end.
 1. (17%) 2. (25%) 3. (13%) 4. (8%) 5. (19%) 6. (13%) 7. (5%)
4. Just doing the work required by the job provides many chances for me to figure out how well I am doing.
 1. (1.5%) 2. (5%) 3. (8%) 4. (10%) 5. (29%) 6. (39%) 7. (8%)
5. The job is quite simple and repetitive.
 1. (45%) 2. (28%) 3. (11%) 4. (2%) 5. (11%) 6. (3%) 7. (.70%)
6. The job can be done adequately by a person working alone – without talking or checking with other people.
 1. (54%) 2. (23%) 3. (10%) 4. (.56%) 5. (6%) 6. (4%) 7. (2%)
7. The supervisors and co-workers on this job almost *never* give me any “feedback” about how well I am doing in my work.
 1. (24%) 2. (27%) 3. (15%) 4. (3%) 5. (15%) 6. (11%) 7. (4%)
8. This job is one where a lot of other people can be affected by how well the work gets done.
 1. (.56%) 2. (3%) 3. (3%) 4. (3%) 5. (13%) 6. (36%) 7. (43%)
9. The job denies me any chance to use my personal initiative or judgment in carrying out the work.
 1. (45%) 2. (33%) 3. (10%) 4. (1%) 5. (7%) 6. (4%) 7. (.70%)
10. Supervisors often let me know how well they think I am performing the job.
 1. (11%) 2. (20%) 3. (11%) 4. (2%) 5. (21%) 6. (27%) 7. (8%)
11. The job provides me the chance to completely finish the pieces of work I begin.
 1. (3%) 2. (8%) 3. (13%) 4. (4%) 5. (20%) 6. (38%) 7. (13%)
12. The job itself provides very few clues about whether or not I am performing well.
 1. (21%) 2. (39%) 3. (19%) 4. (5%) 5. (10%) 6. (6%) 7. (1%)
13. The job gives me considerable opportunity for independence and freedom in how I do the work.
 1. (2%) 2. (6%) 3. (9%) 4. (2%) 5. (22%) 6. (38%) 7. (21%)
14. The job itself is *not* very significant or important in the broader scheme of things.
 1. (62%) 2. (25%) 3. (5%) 4. (2%) 5. (3%) 6. (2%) 7. (1%)

Section Three: JOB SATISFACTION

Please indicate how satisfied you are in your current position along the dimensions listed below:

1 EXTREMELY DISSATISFIED	2 DISSATISFIED	3 SLIGHTLY DISSATISFIED	4 NEUTRAL	5 SLIGHTLY SATISFIED	6 SATISFIED	7 EXTREMELY SATISFIED
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1. The amount of job security I have.

1. (2%)	2. (4%)	3. (5%)	4. (10%)	5. (8%)	6. (44%)	7. (27%)
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2. The amount of pay I receive.

1. (5%)	2. (16%)	3. (16%)	4. (6%)	5. (19%)	6. (33%)	7. (6%)
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3. The amount of personal growth and development I get in doing my job.

1. (1%)	2. (7%)	3. (10%)	4. (10%)	5. (22%)	6. (39%)	7. (11%)
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4. The people I talk to and work with in doing my job.

1. (.42%)	2. (2%)	3. (6%)	4. (6%)	5. (13%)	6. (51%)	7. (22%)
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5. The degree of respect and fair treatment I receive from my boss.

1. (4%)	2. (5%)	3. (8%)	4. (7%)	5. (12%)	6. (38%)	7. (25%)
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6. The feeling of worthwhile accomplishment I get from doing my job.

1. (.70%)	2. (3%)	3. (4%)	4. (4%)	5. (16%)	6. (46%)	7. (26%)
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7. The amount of support and guidance I receive from my supervisor.

1. (5%)	2. (11%)	3. (11%)	4. (13%)	5. (18%)	6. (31%)	7. (12%)
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8. The degree to which I am fairly paid for what I contribute to this organization.

1. (7%)	2. (16%)	3. (18%)	4. (8%)	5. (17%)	6. (30%)	7. (6%)
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9. The amount of independent thought and action I can exercise in my job.

1. (.70%)	2. (2%)	3. (6%)	4. (6%)	5. (20%)	6. (45%)	7. (20%)
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10. How secure things look for me in the future of this organization.

1. (2%)	2. (5%)	3. (5%)	4. (14%)	5. (11%)	6. (43%)	7. (20%)
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11. The amount of fringe benefits I receive.

1. (7%)	2. (13%)	3. (12%)	4. (14%)	5. (16%)	6. (29%)	7. (8%)
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12. The amount of challenge in my job.

1. (1%)	2. (3%)	3. (6%)	4. (7%)	5. (16%)	6. (49%)	7. (18%)
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13. The overall quality of the supervision I receive in my work.

1. (4%)	2. (9%)	3. (10%)	4. (17%)	5. (16%)	6. (36%)	7. (8%)
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14. Promotion opportunities in this organization.

1. (7%)	2. (15%)	3. (11%)	4. (33%)	5. (11%)	6. (20%)	7. (3%)
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15. The mission and vision of the organization where I work.

1. (3%)	2. (6%)	3. (7%)	4. (19%)	5. (13%)	6. (38%)	7. (15%)
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16. The amount of daily stress on the job.

1. (9%)	2. (15%)	3. (21%)	4. (22%)	5. (12%)	6. (18%)	7. (3%)
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17. The physical demands of my job.

1. (4%)	2. (7%)	3. (13%)	4. (21%)	5. (9%)	6. (39%)	7. (7%)
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18. The support for continuing education in my organization.

1. (8%) 2. (10%) 3. (11%) 4. (15%) 5. (12%) 6. (32%) 7. (13%)

19. The amount of flexibility I have in my hours of work.

1. (5%) 2. (6%) 3. (9%) 4. (14%) 5. (13%) 6. (31%) 7. (22%)

20. The attention paid to career development.

1. (8%) 2. (13%) 3. (13%) 4. (26%) 5. (12%) 6. (22%) 7. (6%)

21. Mentoring.

1. (8%) 2. (14%) 3. (11%) 4. (28%) 5. (13%) 6. (22%) 7. (5%)

Please indicate what would make your job better for you.

45 % not answered; 55 % answered

Section Four: JOB INVOLVEMENT

Please Circle ONE.

1. How often do you do some extra work for your job which isn't required of you? Would you say you do this?	Often (4) (51%)	Sometimes (3) (39%)	Rarely (2) (9%)	Never (1) (19%)
2. On most days of your job, how often does time seem to drag for you?	Often (4) (3%)	Sometimes (3) (17%)	Rarely (2) (52%)	Never (1) (29%)
3. Some people are completely involved in their job – they are absorbed by it night and day. For other people, their job is simply one of several interests. How involved do you feel in your job?	Very little (1) (2%)	Slightly (2) (17%)	Moderately (3) (59%)	Strongly involved (4) (22%)
4. How much effort do you put into your job beyond what is required?	A lot (4) (50%)	Some (3) (44%)	Only a little (2) (6%)	None (1) (42%)
5. On most days on your job, how often does time seem out of control for you?	Often (4) (18%)	Sometimes (3) (47%)	Rarely (2) (31%)	Never (1) (4%)
6. How often do you think about your job when you're doing something else?	Often (4) (22%)	Sometimes (3) (49%)	Rarely (2) (26%)	Never (1) (3%)
7. My main satisfaction in life comes from my work?	Strongly disagree (1) (14%)	Disagree (2) (61%)	Agree (3) (23%)	Strongly agree (4) (2%)
8. How much do you agree or disagree that the most important things that happen to you involve your job?	Strongly disagree (1) (18%)	Disagree (2) (65%)	Agree (3) (16%)	Strongly agree (4) (1%)

Section Five: WORK AND HEALTH

	Excellent	Very Good	Good	Fair	Poor
Would you say your health is: (Please Circle ONE)	1(33%)	2(40%)	3(22%)	4(5%)	5(28%)
How would you rate your emotional health?	1(23%)	2(40%)	3(25%)	4(9%)	5(1%)

	Not at All	To a Great Extent			
To what extent is your job physically demanding?	1(11%)	2(20%)	3(28%)	4(26%)	5(15%)
To what extent are your work activities limited by your health and/or a disability?	1(75%)	2(11%)	3(8%)	4(4%)	5(2%)
To what extent do you believe that the physical demands of the job will influence your intention to stay on the job?	1(39%)	2(15%)	3(18%)	4(14%)	5(13%)
To what extent do you have a personal balance between work and home?	1(4%)	2(13%)	3(37%)	4(26%)	5(21%)
To what extent are you required to use technology (computers, machines, etc) on the job?	1 (7%)	2 (12%)	3 (20%)	4 (25%)	5 (36%)
To what extent do you find it difficult to use technology on the job?	1(36%)	2(25%)	3(21%)	4(13%)	5(5%)

If difficult, why? 71% not answered; 29% answered

What are the most demanding aspects of your job?

29% not answered; 71% answered

Are you currently providing care to an aging family member or friend? Yes 15% No 85%

If Yes, how many hours a week? 13 hrs.

Do you have children under 18 years of age? No 58% Yes 42% Number: 2

Are you providing financial support for adult children i.e., college tuition? No 69% Yes 31%

	Not at All.....To a Great Extent				
To what extent are you satisfied with your health?	1(2%)	2(7%)	3(24%)	4(40%)	5(27%)
To what extent are you satisfied with your personal finances?	1(5%)	2(17%)	3(40%)	4(29%)	5(8%)

To what extent do you agree with the following statements:

I feel my present job will lead to future attainment of my career goals.	1(15%)	2(16%)	3(33%)	4(24%)	5(11%)
My present job is relevant to the growth and development of my career.	1(13%)	2(13%)	3(30%)	4(31%)	5(14%)