

Community/Public Health Nurse Survey

Perceptions of Your Work and Your Workplace

DEMOGRAPHIC DATA

Code #:

This Survey is specifically for Registered Nurses working as Community/Public Health Nurses		
No.	Item	Descriptor
1.	Please circle the state on the right in which you work	10 Exploring Accreditation MCL-II states: Florida, Illinois, Kansas, Michigan, Minnesota, Missouri, New Hampshire, North Carolina, Ohio, Washington
2.	Mark the primary location of your work	a. Urban/Metropolitan b. Rural
3.	Mark type of health department in which you primarily work	a. City b. County c. District d. State
4.	Is your immediate supervisor (or superior) a registered nurse?	a. Yes b. No
5.	Please mark the descriptor(s) that signifies (or signify) your present work position(s) falling under the supervision and mission of Public Health.	a. Public Health Nurse b. Supervisor c. Program Director d. Administrator/Director/Assistant Director e. Consultant f. Bioterrorism Coordinator g. School Nurse h. Community clinic nurse i. Case Manager
6.	Your age group	a. 22-34 b. 35-45 c. 46-55 d. 56-65 e. 65+
7.	Gender	Male/Female
8.	Race/Ethnicity or country/region of origin to which you belong	a. Caucasian b. African-American c. Native American

		<p>d. Asian, Pacific Islander</p> <p>e. non-white Hispanic</p> <p>f. Hispanic</p>
9.	Please mark your highest educational achievement	<p>a. Diploma – Nursing</p> <p>b. Associate degree – field other than Nursing</p> <p>c. Associate degree – Nursing</p> <p>d. Baccalaureate – Nursing</p> <p>e. Baccalaureate degree – field other than Nursing</p> <p>f. Masters degree – Nursing</p> <p>g. Master degree – field other than Nursing or Public Health</p> <p>h. Masters in Public Health</p> <p>i. Doctorate – Nursing</p> <p>j. Doctorate – Public Health or Healthcare Administration</p> <p>k. Doctorate – other field</p>
10.	Credentials	<p>a. Certification in Public Health Nursing If so, what year? _____</p> <p>b. other certification/post-Masters credentials</p>
11.	What is your current work status:	<p>a. full-time: 30 hours/week or more</p> <p>b. part-time: less than 30 hours/week</p> <p>c. casual: occasional or as needed (may or may not be contract)</p>
12.	Length of work experience in Public Health	<p>a. < 1 year (1-11 months)</p> <p>b. 1-3 years (12-36 months)</p> <p>c. 4-10 years (37-120 months)</p> <p>d. > 10 years (more than 120 months)</p>
13.	Indicate the primary method under which you function in your job:	<p>a. traditional and population-oriented (prevention activities, community education, home visiting, schools, etc.)</p> <p>b. grant-driven, population-based</p> <p>c. program for specific disease or condition management (TB, STDs, AIDS/HIV, prenatal, etc.)</p> <p>d. not sure</p>
14.	Do you also work at another RN job not in Public Health?	Yes/No

Community/Public Health Nurse Survey Perceptions of Your Work and Your Workplace

*Using Spreitzer's Social Structural and Empowerment Questionnaire and Meyer and Allen's TCM
Employee Commitment Questionnaire*

Please mark the degree to which you agree or disagree to each of the items below:

Part I - Intrapersonal Empowerment

	Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree		
	1	2	3	4	5	6	7
1. Meaning							
a. The work I do is meaningful.	1	2	3	4	5	6	7
b. The work I do is very important to me.	1	2	3	4	5	6	7
c. My job activities are personally meaningful to me.	1	2	3	4	5	6	7
2. Competence							
a. I am confident about my ability to do my job.	1	2	3	4	5	6	7
b. I am self-assured about my capability to perform my work.	1	2	3	4	5	6	7
c. I have mastered the skills necessary for my job.	1	2	3	4	5	6	7
3. Self-Determination							
a. I have significant autonomy in determining how I do my job.	1	2	3	4	5	6	7
b. I can decide on my own how to go about doing my work.	1	2	3	4	5	6	7
c. I have considerable opportunity for independence and freedom in how I do my job.	1	2	3	4	5	6	7
4. Impact							
a. My impact on what happens in my department is large.	1	2	3	4	5	6	7
b. I have a great deal of control over what happens in my department.	1	2	3	4	5	6	7
c. I have significant influence over what happens in my department.	1	2	3	4	5	6	7

Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
----------------	-------	----------	----------	-------------------

5. Sociopolitical Support

1	2	3	4	5	6	7
---	---	---	---	---	---	---

- a. I have the support I need from my superior to do my job well.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- b. I have the support I need from my peers to do my job well.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- c. I have the support I need from my subordinates to do my job well.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- d. I have the support I need from my workgroup or team to do my job well.

1	2	3	4	5	6	7
---	---	---	---	---	---	---

6. Access to Strategic Information

- a. I have access to the strategic information I need to do my job well.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- b. I understand top management's vision of the organization.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- c. I understand the strategies and goals of the organization.

1	2	3	4	5	6	7
---	---	---	---	---	---	---

7. Access to Resources

- a. I have access to the resource I need to do my job well.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- b. I can obtain the resources to support new ideas and improvement in my department.

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- c. When I need additional resources to do my job, I can usually get them.

1	2	3	4	5	6	7
---	---	---	---	---	---	---

8. Unit Culture

Mark the degree to which you agree that the following values exist in your workplace.

- a. Participation and open discussion

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- b. Flexibility and decentralization

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- c. Assessment of employee concerns and ideas

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- d. Creative problem-solving processes

1	2	3	4	5	6	7
---	---	---	---	---	---	---
- e. Human relations, teamwork, cohesion

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Part II -- Employee Commitment

1. Affective Commitment	Strongly Agree		Agree	Not Sure		Disagree		Strongly Disagree
	1	2	3	4	5	6	7	
a. I would be very happy to spend the rest of my career with this organization.	1	2	3	4	5	6	7	
b. I really feel as if this organization's problems are my own.	1	2	3	4	5	6	7	
c. I do not feel a strong sense of "belonging" to my organization.	1	2	3	4	5	6	7	
d. I do not feel "emotionally attached" to this organization.	1	2	3	4	5	6	7	
e. I do not feel like "part of the family" at my organization.	1	2	3	4	5	6	7	
f. This organization has a great deal of personal meaning for me.	1	2	3	4	5	6	7	

2. Continuance Commitment	Strongly Agree		Agree	Not Sure		Disagree		Strongly Disagree
	1	2	3	4	5	6	7	
a. Right now, staying with my organization is a matter of necessity as much as desire.	1	2	3	4	5	6	7	
b. It would be very hard for me to leave my organization right now, even if I wanted to.	1	2	3	4	5	6	7	
c. Too much of my life would be disrupted if I decided I wanted to leave my organization now.	1	2	3	4	5	6	7	
d. I feel that I have too few options to consider leaving this organization.	1	2	3	4	5	6	7	
e. If I had not already put so much of myself into this organization, I might consider working elsewhere.	1	2	3	4	5	6	7	
f. One of the few negative consequences of leaving this organization would be the scarcity of available alternatives.	1	2	3	4	5	6	7	

Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree		
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>

3. Normative Commitment

- | | | | | | | | |
|--|---|---|---|---|---|---|---|
| a. I do not feel any obligation to remain with my current employer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| b. Even if it were to my advantage, I do not feel it would be right to leave my organization now. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| c. I would feel guilty if I left my organization now. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| d. This organization deserves my loyalty. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| e. I would not leave my organization right now because I have a sense of obligation to the people in it. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| f. I owe a great deal to my organization. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Part III -- Career Change

On a scale of 1-7, with 1=Least and 7=Most, to what degree do you:

- | | | | | | | | |
|---|----------|----------|----------|----------|----------|----------|----------|
| | Least | | | | | Most | |
| | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> |
| 1. Think about leaving my current employer . . . | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. Feel there is a likelihood of your looking for another job . . . | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. Feel there is a likelihood of actually leaving the organization within the next year . . . | 1 | 2 | 3 | 4 | 5 | 6 | 7 |