

QUESTIONNAIRE

Socio-Economic information

Please make a cross (x) in the correct cage. There can be only one answer for each question.

I. Hospital

- 1. Line Ministry Hospital.....
- 2. Hospital under Provincial Council.....

II. Gender

- 1. Male.....
- 2. Female.....

III. Age

- 1. 25 or less than 25.....
- 2. 26 to 35.....
- 3. 36 to 45.....
- 4. 46 to 55.....
- 5. 56 or more than 56.....

IV. Marital status

- 1. Unmarried.....
- 2. Married.....
- 3. Widow(er).....
- 4. Divorced.....
- 5. Separated.....
- 6. Divorced and Remarried.....

V. If married, how many children

- 1. None.....
- 2. One.....
- 3. Two.....
- 4. Three.....
- 5. Four or more than four.....

VI. How long have you worked as a Nursing Officer in the Department of Health?

- 1. Less than four years.....
- 2. Four years to Eight years.....
- 3. Nine years to Twelve years.....
- 4. Thirteen years to Sixteen years.....
- 5. Seventeen years to Twenty years.....
- 6. Twenty one years and more than twenty one years.....

VII. How long have you worked in this hospital?

- 1. Less than four years.....
- 2. Four years to Eight years.....
- 3. Nine years to Twelve years.....
- 4. Thirteen years to Sixteen years.....
- 5. Seventeen years to Twenty years.....
- 6. Twenty one years and more than twenty one years.....

VIII. At present where are you living?

- 1. Hospital quarters.....
- 2. Quarters / Hostel outside the hospital.....
- 3. Rented house.....
- 4. Own House.....

QUESTIONNAIRE

JOB SATISFACTION

Listed below are a series of statement that represent possible feeling that individuals might have about the hospital for which you work. With respect to your own feeling about the hospital for which you are now working, please indicate the degree of your agreement or disagreement with each statement by checking one of five alternatives below the statement.

A) Job Satisfaction:

We like to ask some questions about the degree of job satisfaction you get from your work. Please state your response in the cages under each statement. There is only one response to each statement.

1) The recognition I get from the community because of my work as a nursing officer in this institution.

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

2) The amount of independent thought and action I can exercise in my job

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

3) The extent to which my job is wide-ranging and interesting

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

4) The scope of the job which enables me to use my skill on the job

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

5) When a person assumes duty in a particular job, he or she has some expectation about the job and what they are really going to do. How do you rate the statement given below?

In an overall sense, the degree to which my expectation regarding the job are fulfilled with the work I do now

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

6) Overall, my satisfaction with the job

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

B). Work Load

Please indicate your agreement with the statements given below.

7) The hours I work are just right

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

8) The time available to get through my work in the ward is not enough

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

9) The time available for patient/client care is generally sufficient

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

10) The time spent on administrative work is right

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

C). Professional Support

Please state your agreement with the statements given below.

11) I get enough support and cooperation from the doctors I work with

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

12) I do not get enough support and cooperation from the nurses I work with

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

13) I get enough support and cooperation from the paramedics I work with

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

14) I get enough support and cooperation from the Minor Staff I work with

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

15) Teamwork is important in achieving results. Especially in an emergency, teamwork is crucial. How do you rate the statement given below?

I do not feel that I am a part of the team in my unit

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

16) In day to day activities of the job, problems may arise. This is inevitable. How do you rate the statements?

I get opportunities to discuss my job related problems

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

17) I do not get sufficient support and guidance in the unit

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

18) The overall quality of the supervision I receive in my work is not adequate

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

19) My supervisor / superior officer treats me fairly

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

D). Training Received

Please indicate your agreement with the statements given below.

20) I am adequately trained for my present job

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

21) I get enough opportunities to attend in-service training

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

22) I can not get time off to attend training programmes

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

E). Remuneration

Please indicate your agreement to the statements given below.

23). I get a fair salary

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

24) I get a fair salary when compared to Nursing Officers in private hospitals

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

25) The allocation of duty in rosters which enables me to get extra duty payments is fair and reasonable

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

26) My claims are not sent on time

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

27) I do not get the increment on time

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

28) At present the salary is sent to the banks. How do you rate the statement given below?

Getting salaries from the bank is convenient

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

F). Career Development

Please indicate your agreement with the statements given below.

29) Promotions are given to the right person at the right time

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

30) The opportunities to advance in my career are inadequate

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

G). Working Condition

Please indicate your agreement with the statements given below.

31) The hospital provides us conducive working conditions in the workstation of the ward
(Space, furniture, available stationeries etc)

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

32) The necessary materials / instruments for patient care given to work with are inadequate

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

33) The rest room in the unit is comfortable

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

34) Availability of recreation facilities (Library, Canteen etc) are acceptable to me

V. Dissatisfied	Dissatisfied	Neither Disast nor Satis	Satisfied	Very Satisfied

