



**QUESTIONNAIRE ON DETERMINANTS INFLUENCING EFFECTIVE
TRANSITION ADAPTATION BEHAVIOUR OF NEWLY EMPLOYED
NURSES IN MINISTRY OF HEALTH HOSPITALS NURSES IN MINISTRY
OF HEALTH HOSPITALS**

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|--|--|--|--|--|

For office use only

SECTION A: GENERAL INFORMATION

A001 Age: _____

A002 Gender

1. Man

2. Women

| |
|--|
| |
| |

A003 Ethnicity: _____

A004 Religion: _____

A005 Marital Status:

Never married

Married

Divorced

Cohabiting

| |
|--|
| |
| |
| |
| |

A006 No. of children: _____

SECTION A1: EMPLOYMENT INFORMATION, BOTH PREVIOUS AND CURRENT

A007 Grade and profession _____

A008 Place of Work _____

A009 Department or Unit _____

A010 When did you start serving in the MOH? _____Month_____Year

A011 When did you start serving in the current department or unit? _____Month_____Year

A012 When have you graduated? _____Month_____Year

A013 Period of unemployment after graduation _____Month_____Year

| | | | | | |
|------|---|---------------|----------------------|-------------------|----------------------|
| A014 | Do you have work experience after graduation? | Yes | <input type="text"/> | No | <input type="text"/> |
| | If Yes, state your field of work | Health Sector | <input type="text"/> | Non-health Sector | <input type="text"/> |
| A015 | Do you intend to resign from your job? | Yes | <input type="text"/> | No | <input type="text"/> |

| Section B: NURSING EDUCATION PROGRAM | | | | |
|--------------------------------------|-----------------|---|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| <i>Strongly disagree</i> | <i>Disagree</i> | <i>Neither Disagree nor Agree</i> | <i>Agree</i> | <i>Strongly agree</i> |

| B1: Learning Environment | | | | | | |
|--|---|---|---|---|---|---|
| B001 | Staff nurses facilitate me in during the practical. | 1 | 2 | 3 | 4 | 5 |
| B002 | I am accepted as a learner, encouraged to ask questions in contributing to patient/client care | 1 | 2 | 3 | 4 | 5 |
| B003 | Members of the multidisciplinary team contribute to my learning experience | 1 | 2 | 3 | 4 | 5 |
| B004 | Instructors used teaching aids to assist student's understanding in the class | 1 | 2 | 3 | 4 | 5 |
| B005 | Instructors able to explain well on the teaching topic | 1 | 2 | 3 | 4 | 5 |
| B2: Classroom Component During Nursing Program | | | | | | |
| B006 | The classroom component of my nursing education programme adequately prepared me to recognise the desired actions, side effects, and interactions of medications. | 1 | 2 | 3 | 4 | 5 |
| B007 | The classroom component of my nursing education programme adequately prepared me to analyse multiple types of data when making client-related decisions. | 1 | 2 | 3 | 4 | 5 |
| B008 | The classroom component of my nursing education programme adequately prepared me to understand the pathophysiology underlying clients' conditions. | 1 | 2 | 3 | 4 | 5 |
| B3: Teacher Characteristic | | | | | | |
| B009 | The instructors help me link theory with clinical practice. | 1 | 2 | 3 | 4 | 5 |
| B010 | The instructors keep professionals with students | 1 | 2 | 3 | 4 | 5 |
| B011 | The instructors were rigid in rule implementation. | 1 | 2 | 3 | 4 | 5 |
| B012 | The instructor discusses my learning needs with me. | 1 | 2 | 3 | 4 | 5 |
| B4: Clinical Teacher Role | | | | | | |
| B013 | The Clinical Facilitator assisted in my interactions with unit staff to ensure that I was provided with timely and constructive feedback. | 1 | 2 | 3 | 4 | 5 |
| B014 | The clinical facilitator, through negotiation with the unit staff, helped me achieve my learning goals. | 1 | 2 | 3 | 4 | 5 |
| B015 | The clinical facilitator showed genuine concern for my progress and needs. | 1 | 2 | 3 | 4 | 5 |

| Section C: WORKPLACE ORGANISATION | | | | |
|-----------------------------------|-----------------|---|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| <i>Strongly disagree</i> | <i>Disagree</i> | <i>Neither Disagree nor Agree</i> | <i>Agree</i> | <i>Strongly agree</i> |

| C1: Superior/Mentor Role | | | | | | |
|---|--|---|---|---|---|---|
| B001 | My supervisor treats me and my colleagues fairly. | 1 | 2 | 3 | 4 | 5 |
| B002 | My supervisor distributes the work fairly and impartially | 1 | 2 | 3 | 4 | 5 |
| B003 | If needed, I can get support and help from my supervisors | 1 | 2 | 3 | 4 | 5 |
| B004 | My supervisor encourages me to develop my nursing skills | 1 | 2 | 3 | 4 | 5 |
| B005 | My supervisor tackles problems as soon as they surface. | 1 | 2 | 3 | 4 | 5 |
| B006 | My supervisor is concerned about the welfare of the subordinates. | 1 | 2 | 3 | 4 | 5 |
| B007 | My supervisors and doctors support me when I take appropriate risks, even those that fail. | 1 | 2 | 3 | 4 | 5 |
| B008 | My supervisor gives me help and support in getting the job done. | 1 | 2 | 3 | 4 | 5 |
| B009 | My supervisor treats my mistakes as opportunities for me to learn and improve. | 1 | 2 | 3 | 4 | 5 |
| C2: Organisational Support and Teamwork Integration | | | | | | |
| B010 | This organisation is a great place to work | 1 | 2 | 3 | 4 | 5 |
| B011 | This organisation really inspires me to give my very best job performance | 1 | 2 | 3 | 4 | 5 |
| B012 | The training and development I've received have improved my performance. | 1 | 2 | 3 | 4 | 5 |
| B013 | I am participating in the working group or in a team. | 1 | 2 | 3 | 4 | 5 |
| B014 | Working in the group helps you learn more about nursing practice. | 1 | 2 | 3 | 4 | 5 |
| B015 | The work environment always supports my duty and its execution. | 1 | 2 | 3 | 4 | 5 |
| B016 | I am satisfied with the work I do | 1 | 2 | 3 | 4 | 5 |
| B017 | Workers are encouraged to think of ways to do things better at the workplace. | 1 | 2 | 3 | 4 | 5 |

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| C3: Socioemotional Support | | | | | | |
|----------------------------|---|---|---|---|---|---|
| B018 | There is sufficient communication in my department | 1 | 2 | 3 | 4 | 5 |
| B019 | If needed, I can talk with my friends about work-related problems | 1 | 2 | 3 | 4 | 5 |
| B020 | My supervisor gives me enough feedback to help me improve my clinical practice | 1 | 2 | 3 | 4 | 5 |
| B021 | I am satisfied with my ability to solve problems at work | 1 | 2 | 3 | 4 | 5 |
| C4: Job Discrimination | | | | | | |
| B022 | The discrimination in my office affects my job and job skills. | 1 | 2 | 3 | 4 | 5 |
| B023 | Harassment and discrimination are prevented at my workplace | 1 | 2 | 3 | 4 | 5 |
| B024 | The work load affects my job and skills. | 1 | 2 | 3 | 4 | 5 |
| B025 | My colleague's interference affects my job and skills. | 1 | 2 | 3 | 4 | 5 |
| C5: Work Readiness | | | | | | |
| B026 | I know in advance what kind of tasks to expect a month from now | 1 | 2 | 3 | 4 | 5 |
| B027 | I feel it is necessary to demonstrate my ability and competence to others in order to be assigned to attractive tasks or projects | 1 | 2 | 3 | 4 | 5 |
| B028 | I know what has to be learned and which new skills have to be acquired in order to gain skills in my job | 1 | 2 | 3 | 4 | 5 |
| C6: Role Function | | | | | | |
| B029 | My job is routine every day | 1 | 2 | 3 | 4 | 5 |
| B030 | I have the ability to choose what and how I do my work. | 1 | 2 | 3 | 4 | 5 |
| B031 | I am clear about the scope of work, goals, and objectives in my work | 1 | 2 | 3 | 4 | 5 |
| C7: Work Characteristic | | | | | | |
| B032 | Any inequalities at my workplace have been addressed. | 1 | 2 | 3 | 4 | 5 |
| B033 | Usually my working hours extend beyond the actual working hours. | 1 | 2 | 3 | 4 | 5 |

| Section D: PERSONALITY TRAITS | | | | |
|-------------------------------|-----------------|---|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| <i>Strongly disagree</i> | <i>Disagree</i> | <i>Neither Disagree nor Agree</i> | <i>Agree</i> | <i>Strongly agree</i> |

| D1: Proactive | | | | | | |
|---------------------|---|---|---|---|---|---|
| B001 | I try to pinpoint what I need to succeed. | 1 | 2 | 3 | 4 | 5 |
| B002 | After attaining a goal, I look for another, more challenging one. | 1 | 2 | 3 | 4 | 5 |
| B003 | I always try to find a way to work around obstacles; nothing really stops me. | 1 | 2 | 3 | 4 | 5 |
| B004 | When I encounter a problem, I take the initiative to solve it. | 1 | 2 | 3 | 4 | 5 |
| B005 | Changes in routine are interesting to me | 1 | 2 | 3 | 4 | 5 |
| B006 | If someone tells me I can't do something, I can be sure I will do it. | 1 | 2 | 3 | 4 | 5 |
| D2: Hardiness Scale | | | | | | |
| B007 | Things go in my life depends on my own actions | 1 | 2 | 3 | 4 | 5 |
| B008 | The majority of my time is spent doing meaningful things. | 1 | 2 | 3 | 4 | 5 |
| B009 | By working hard, I can nearly always achieve my goals | 1 | 2 | 3 | 4 | 5 |
| B010 | In uncertain times, I usually expect the best. | 1 | 2 | 3 | 4 | 5 |
| B011 | Most days, life is really interesting and exciting for me | 1 | 2 | 3 | 4 | 5 |
| B012 | I'm always optimistic about my future. | 1 | 2 | 3 | 4 | 5 |

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| D3: Optimism | | | | | | |
|-----------------|---|---|---|---|---|---|
| B013 | I don't like to make changes in my regular activities | 1 | 2 | 3 | 4 | 5 |
| B014 | I hardly ever expect things to go my way. | 1 | 2 | 3 | 4 | 5 |
| B015 | At times, I think I am no good at all | 1 | 2 | 3 | 4 | 5 |
| B016 | I often find it difficult to express empathy with patients | 1 | 2 | 3 | 4 | 5 |
| B017 | Overall, I expect more good things to happen to me than bad. | 1 | 2 | 3 | 4 | 5 |
| D4: Caring | | | | | | |
| B018 | I am confident in my ability to express concern for my patients. | 1 | 2 | 3 | 4 | 5 |
| B019 | It is easy for me to consider the many facets of a patient's care while I am listening to them. | 1 | 2 | 3 | 4 | 5 |
| B020 | I have the ability to restore a sense of normalcy in stressful situations. | 1 | 2 | 3 | 4 | 5 |
| D5: Self-Esteem | | | | | | |
| B021 | I feel that I'm a person of worth, at least on an equal plane with others | 1 | 2 | 3 | 4 | 5 |
| B022 | I am able to do things as well as most other people | 1 | 2 | 3 | 4 | 5 |
| B023 | On the whole, I am satisfied with myself. | 1 | 2 | 3 | 4 | 5 |
| B024 | I wish I could have more respect for myself. | 1 | 2 | 3 | 4 | 5 |

| Section D: NEWLY EMPLOYED NURSES' ADAPTATION | | | | |
|--|-----------------|---|--------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 |
| <i>Strongly disagree</i> | <i>Disagree</i> | <i>Neither Disagree nor Agree</i> | <i>Agree</i> | <i>Strongly agree</i> |

| E1: Work Performance | | | | | | |
|----------------------|--|---|---|---|---|---|
| B001 | Administering intravenous medications (or into intravenous bags) | 1 | 2 | 3 | 4 | 5 |
| B002 | Administering oral medications | 1 | 2 | 3 | 4 | 5 |
| B003 | Administering blood transfusion | 1 | 2 | 3 | 4 | 5 |
| B004 | Performing urinary catheter insertion and care | 1 | 2 | 3 | 4 | 5 |
| B005 | Performing sterile techniques | 1 | 2 | 3 | 4 | 5 |
| B006 | Performing postural drainage and percussion, and oxygen therapy | 1 | 2 | 3 | 4 | 5 |
| B007 | Performing preoperation/postoperation care | 1 | 2 | 3 | 4 | 5 |
| B008 | Performing tracheotomy care | 1 | 2 | 3 | 4 | 5 |
| B009 | Performing nasogastric tube feeding and care | 1 | 2 | 3 | 4 | 5 |
| B010 | Performing chest tube care with underwater seal management | | | | | |
| B011 | Performing wound dressing care | | | | | |
| E2: Job Satisfaction | | | | | | |
| B012 | I am proud of my current job. | 1 | 2 | 3 | 4 | 5 |
| B013 | The provision of nursing care is what I like to do | 1 | 2 | 3 | 4 | 5 |
| B014 | I clearly understand my problems and challenges at work. | 1 | 2 | 3 | 4 | 5 |
| B015 | Working in this hospital helps me improve nursing practice. | 1 | 2 | 3 | 4 | 5 |
| B016 | Helping patients recover motivates me to work as a nurse. | 1 | 2 | 3 | 4 | 5 |
| B017 | I can consult with other professionals on patient care. | 1 | 2 | 3 | 4 | 5 |
| B018 | I sometimes receive praise and recognition from colleagues | 1 | 2 | 3 | 4 | 5 |
| B019 | I can balance work with my private life. | 1 | 2 | 3 | 4 | 5 |

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| E3: Work Commitment | | | | | | |
|---------------------|---|---|---|---|---|---|
| B001 | Following health and safety precautions | 1 | 2 | 3 | 4 | 5 |
| B002 | Taking appropriate measures to prevent or minimise the risk of injury to oneself | 1 | 2 | 3 | 4 | 5 |
| B003 | Taking appropriate measures to prevent or minimise the risk of injury to patients | 1 | 2 | 3 | 4 | 5 |
| B004 | Adhering to the regulation of patients' and families' confidentiality | 1 | 2 | 3 | 4 | 5 |
| B005 | Adhering to ethical and legal standards of practice | 1 | 2 | 3 | 4 | 5 |
| B006 | Maintaining appropriate appearance, attire, and conduct | 1 | 2 | 3 | 4 | 5 |
| B007 | Assisting activities and mobility, and changing position | 1 | 2 | 3 | 4 | 5 |
| E2: Self-Bieleve | | | | | | |
| B011 | Communicating verbally with precise and appropriate terminology in a timely manner with patients and families | 1 | 2 | 3 | 4 | 5 |
| B012 | Educating patients or families with disease-related care knowledge | 1 | 2 | 3 | 4 | 5 |
| B013 | Providing emotional and psychosocial support | 1 | 2 | 3 | 4 | 5 |

Thank you for your cooperation