

Attachment 1 Preliminary Study Permit



Kementerian Kesehatan
Direktorat Jenderal
Sumber Daya Manusia Kesehatan
 Politeknik Kesehatan Malang
 Jalan Besar Jen 77C
 Malang, Jawa Timur 65112
 (0341) 566075
<http://poltekkes-malang.ac.id>

Nomor : PP.06.02/F.XXI.15/141/2025 22 Januari 2025
 Perihal : Permohonan Ijin Studi Pendahuluan untuk Penyusunan Proposal Skripsi Mahasiswa Jurusan Keperawatan Poltekkes Kemenkes Malang

Kepada Yth:
 Direktur RSUD Haji Provinsi Jawa Timur
 Jl. Manyar Kertoadi, Klampis Ngasem, Kec. Sukolilo Surabaya
 di –

Tempat

Bersama ini kami mohon bantuan demi terlaksananya kegiatan Studi Pendahuluan untuk bahan penyusunan Proposal Skripsi bagi Mahasiswa Sarjana Terapan Keperawatan Malang Jurusan Keperawatan Poltekkes Kemenkes Malang di wilayah kerja RSUD Haji Provinsi Jawa Timur.

Adapun mahasiswa yang akan melaksanakan Studi Pendahuluan adalah:

Nama : Tsabillah Noer Yumna Thobari
 NIM/Semester : P17211217153 / VIII
 Asal Program Studi : Sarjana Terapan Keperawatan Malang
 Judul Skripsi : Hubungan Burnout Syndrome Dengan Quality Nursing Work Life Pada Perawat Intensive Care Unit RSUD Haji Provinsi Jawa Timur Surabaya
 No. HP : 0895361964812

Demikian atas perhatian dan kerjasamanya disampaikan terima kasih.

Ketua Jurusan Keperawatan Poltekkes Kemenkes Malang,



Dr. Erlina Suci Astuti, S.Kep, Ns, M.Kep

Kementerian Kesehatan tidak menerima suap dan/atau gratifikasi dalam bentuk apapun. Jika terdapat potensi suap atau gratifikasi silahkan laporkan melalui HALO KEMENKES 1500567 dan <https://wbs.kemkes.go.id>. Untuk verifikasi keaslian tanda tangan elektronik, silahkan unggah dokumen pada laman <https://tte.kominfo.go.id/verifyPDF>.



Dokumen ini telah ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh Balai Besar Sertifikasi Elektronik (BSrE), Badan Siber dan Sandi Negara

Attachment 2 Data Collection Cover Letter



Kementerian Kesehatan
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 Politeknik Kesehatan Malang
 Jalan Besar Ijen 77C
 Malang, Jawa Timur 65112
 (0341) 566075
<https://poltekkes-malang.ac.id>

Nomor : PP.06.02/F.XIII/3345/2025 13 Juni 2025
 Hal : Permohonan Ijin Pengambilan Data untuk Penyusunan Skripsi Mahasiswa
 Jurusan Keperawatan Poltekkes Kemenkes Malang

Kepada Yth:
 Direktur RSUD Haji Provinsi Jawa Timur
 Jl. Manyar Kertoadi, Klampis Ngasem, Kec. Sukolilo, Surabaya
 di –

Tempat

Bersama ini kami mohon bantuan demi terlaksananya kegiatan Pengambilan Data untuk bahan penyusunan Skripsi bagi Mahasiswa Jurusan Keperawatan Poltekkes Kemenkes Malang di wilayah kerja RSUD Haji Provinsi Jawa Timur. Pengambilan data yang dimaksud akan dilaksanakan mulai tanggal 15 – 30 Mei 2025.

Adapun mahasiswa yang akan melaksanakan Pengambilan Data adalah:

Nama : Tsabitah Noer Yumma Thobari
 NIM/Semester : P17211217153 / VIII
 Asal Program Studi : Sarjana Terapan Keperawatan Malang
 Judul Skripsi : Analisis Faktor-Faktor Yang Mempengaruhi Quality Nursing Work Life Pada Perawat Intensive Care RSUD Haji Provinsi Jawa Timur Surabaya
 No. HP : 0895361964812

Demikian atas perhatian dan kerjasamanya disampaikan terima kasih.

a.n. Direktur
 Ketua Jurusan Keperawatan Poltekkes Kemenkes
 Malang.



Dr. Erlina Suci Astuti, S.Kep, Ns, M.Kep
 NIP. 197608102002122001

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Attachment 3 Data Collection Response Letter

**PEMERINTAH PROVINSI JAWA TIMUR
RUMAH SAKIT UMUM DAERAH HAJI
BIDANG PENDIDIKAN DAN PENELITIAN**

NOTA DINAS

Kepada : Yth. Ka. Instalasi ICU
Tanggal : 16 Mei 2025
Nomor : 407.2.3/150 /102.10/8.2/2025
Lampiran :-
Perihal : Penghadapan Mahasiswa Untuk Penelitian

Assalamu'alaikum Wr. Wb.

Berdasarkan permohonan ijin Penelitian yang telah disetujui oleh Ka. Instalasi ICU dan Ka. Komite Etik Penelitian, bersama ini kami hadapkan mahasiswa,

Nama : Tsabitah Noer Yumna Thobari
NIM : P17211217153
Institusi : Program Studi Sarjana Terapan Keperawatan Jurusan Keperawatan Politeknik Kesehatan Kemenkes Malang
Judul : Analisis Faktor-faktor Yang Mempengaruhi *Quality Nursing Work Life* Pada Perawat *Intensive Care* RSUD Haji Provinsi Jawa Timur

Untuk melaksanakan penelitian di unit kerja Saudara dalam rangka pengambilan data skripsi terhitung mulai tanggal 16 Mei 2025 s.d 16 Juni 2025. Untuk kebenaran data serta memantau pelaksanaan penelitian oleh peneliti tersebut, dimohon memberikan tanda tangan pada lembar monitoring bagi pemberi data dan pembimbing di unit kerja.

Demikian atas perhatian dan kerjasama yang baik, disampaikan terima kasih.

Wassalamu'alaikum Wr. Wb.

Ka. Bidang Diklit



Dr. dr. RACHMAD CAHYADI, M.Kes
Pembina
NIP. 19801225 200604 1 011

Attachment 4 Cover Letter for Ethical Feasibility Application



Kementerian Kesehatan
Direktorat Jenderal
Sumber Daya Manusia Kesehatan
 Politeknik Kesehatan Malang
 Jalan Besar Jen 77C
 Malang, Jawa Timur 65112
 (0341) 566075
<https://poltekkes-malang.ac.id>

Nomor : PP.06.02/F.XXI.15/742/2025 8 Mei 2025
 Perihal : Permohonan Surat Keterangan Kelaikan Etik (*Ethical Clearance*) Dalam Rangka Pengambilan Data untuk Penyusunan Skripsi

Yth. Ketua Komite Etik Penelitian Kesehatan (KEPK) Poltekkes Kemenkes Malang

Sehubungan dengan kegiatan penyusunan Skripsi bagi Mahasiswa Program Studi Sarjana Terapan Keperawatan Malang Jurusan Keperawatan Poltekkes Kemenkes Malang, maka dengan ini kami mohon bantuan untuk diterbitkan Surat Keterangan Kelaikan Etik (*Ethical Clearance*) dan sepanjang mahasiswa tersebut memenuhi ketentuan yang berlaku.

Adapun nama mahasiswa adalah sebagai berikut:

Nama : Tsabitah Noer Yumna Thobari
 NIM/Semester : P17211217153 / VIII
 Asal Program Studi : Sarjana Terapan Keperawatan Malang
 Judul Skripsi : Analysis of Factors That Affect The Quality of Nursing Work Life in Intensive Care Nurses in RSUD Haji East Java Province Surabaya
 No. HP : 0895361964812

Demikian atas perhatian dan kerjasamanya disampaikan terima kasih.




Ketua Jurusan Keperawatan Poltekkes Kemenkes Malang,



Dr. Erlina Suci Astuti, S.Kep, Ns, M.Kep



Attachment 5 Ethical Approval Letter (Ethical Approval)

	
<p>KOMITE ETIK PENELITIAN KESEHATAN RSUD HAJI PROVINSI JAWA TIMUR</p>	
<p>KETERANGAN KELAIKAN ETIK <u>("ETHICAL CLEARANCE")</u> No. 445/ 79 /KOM.ETIK/2025</p>	
<p>KOMITE KELAIKAN ETIK PENELITIAN RSUD HAJI PROVINSI JAWA TIMUR TELAH MEMPELAJARI SECARA SEKSAMA PROPOSAL PENELITIAN YANG DIUSULKAN, MAKA DENGAN INI MENYATAKAN BAHWA PENELITIAN BERJUDUL:</p>	
<p><i>"ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI QUALITY NURSING WORK LIFE PADA PERAWAT INTENSIVE CARE RSUD HAJI PROVINSI JAWA TIMUR"</i></p>	
PENELITI	: TSABITAH NOER YUMNA THOBARI
INSTITUSI	: PROGRAM STUDI SARJANA TERAPAN KEPERAWATAN JURUSAN KEPERAWATAN POLITEKNIK KESEHATAN KEMENKES MALANG
TEMPAT	: RSUD HAJI PROVINSI JAWA TIMUR
<p>DINYATAKAN LAIK ETIK</p>	
<p>Surabaya, 16 Mei 2025 Ketua   Dr. dr. SITA YIVERA PANE, Sp.KFR(K).FIPP NIP. 19641026 199901 2 002</p>	

Attachment 6 Data Collection Completion Letter



PEMERINTAH PROVINSI JAWA TIMUR
 RUMAH SAKIT UMUM HAJI SURABAYA
 e-mail: rsuhajisby1@yahoo.com Telp. (031) 5924000 Fax 5947890
 Jalan Manyar Kertoadi Surabaya 60117

SURAT KETERANGAN

No. 407.2.3 / 171 / 102.10 / 8.2 / 2025

Yang bertanda tangan di bawah ini,

Nama : Dr.dr. Rachmad Cahyadi, M.Kes
 NIP : 19801225 200604 1 011
 Pangkat/Golongan : Pembina / IV-a
 Jabatan : Ka. Bidang Diklit RSUD Haji Provinsi Jawa Timur

Dengan ini menerangkan bahwa :

Nama : Tsabitah Noer Yumna Thobari
 NIM : P17211217153
 Institusi : Prodi Sarjana Terapan Keperawatan Jurusan Keperawatan
 Politeknik Kesehatan Kemenkes Malang
 Judul : Analisis Faktor-faktor Yang Mempengaruhi *Quality Nursing Work Life* Pada Perawat *Intensive Care* RSUD Haji Provinsi Jawa Timur


Benar telah menyelesaikan penelitian di Instalasi ICU RSUD Haji Provinsi Jawa Timur pada bulan Mei 2025.

Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

10 Juni 2025
 Kepala Bidang Diklit











 Dr.dr. RACHMAD CAHYADI, M.Kes
 NIP. 19801225 200604 1 011









Attachment 7 Guidance Pages







THEISIS GUIDANCE PAGE
BACHELOR OF APPLIED NURSING STUDY PROGRAM
NURSING DEPARTEMENT OF POLYTECHNIC OF HEALTH MALANG

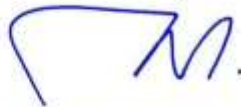
Student Name : TSABITAH NOER YUMNA THOBARI
 NIM : P17211217153
 Supervisor Name : Naya Ernawati, S.Kep., Ns., M.Kep
 Thesis Title : Analysis Of Factors Associated With The Quality Of Nurses Work
 Life In Intensive Care Nurses In RSUD Haji East Java Province
 Hospital Surabaya City

NO	DATE	ADVISOR RECOMMENDATION	SIGNATURE	
			SUPERVISOR	STUDENT
1.	December 17, 2024	<ul style="list-style-type: none"> - Submitting a thesis title - Getting thesis title approval - Continuing to compile chapters 1,2 		
2.	December 24, 2024	<ul style="list-style-type: none"> - Guidance on chapter 1,2 - Improving the background of the thesis topic - Continuing chapter 3 		
3.	January 13, 2025	<ul style="list-style-type: none"> - Guidance on background revision - Guidance on chapter 3 - Improving the theoretical review sub-chapter 		
4.	January 16, 2025	<ul style="list-style-type: none"> - Change the thesis title - Get thesis approval - Continue compiling chapters 1,2,3 		
5.	Chapter I, II, III January 20, 2025	<ul style="list-style-type: none"> - Improve the background of the thesis topic - Improve the conceptual framework - Add inclusion and exclusion criteria 		

6.	Chapter I, II, III January 21, 2025	<ul style="list-style-type: none"> - Guidance on the revision of chapters 1,2,3 - Getting approval of chapters 1,2,3 - Getting approval of the list of proposal seminar sessions - Complete the requirements for the proposal seminar test 		
7.	April 14, 2025	<ul style="list-style-type: none"> - Added variables for research novelty - Revised the thesis title 		
8.	May 08, 2025 Chapter I	<ul style="list-style-type: none"> - Revised the background - Revising the problem formulation, objectives, and research issues 		
	Chapter II	<ul style="list-style-type: none"> - Added theory review - Added latest literature review - Revised conceptual framework - Revised research hypothesis - Revised explain the relation of the research title with previous research - Revised the explanation of conceptual framework 		
	Chapter III	<ul style="list-style-type: none"> - Revised data collection methods - Revised blueprints for instruments - Revised research variables independent and dependent - Revised operational definitions - Revised operational framework - Revised univariate, bivariate, multivariate data analysis 		
9.	June 12, 2025	<ul style="list-style-type: none"> - Guidance on chapters 1-5 - Improvement of discussion of univariate, bivariate, multivariate analysis 		

		<ul style="list-style-type: none"> - Improvement of conclusions - Improving statistical data processing attachments 		
10.	June 12, 2025	<ul style="list-style-type: none"> - Improvement of abstract - Improvement of research objectives - Improvement of research hypotheses - Improvement of operational definitions - Improving the way writing 		
11.	June 13, 2025	<ul style="list-style-type: none"> - ACC chapter 1-5 - ACC result seminar 		

Know,
Head of the Bachelor of
Applied Nursing Study Program Malang



Dr. Arief Bachtiar, S.Kep., Ns., M.Kep
NIP. 197407281998031002

Malang, June 13 2025
Supervisor



Nava Ernawati, S.Kep., Ns., M.Kep
NIP 919851218201803201

Attachment 8 Informed Consent Form

INFORMED CONSENT FORM

I the undersigned:

Name :

Age :

Phone Number :

Address :

After receiving an explanation and understanding the risks of the research entitled *"Analysis of Factors Affecting the Quality of Nursing Work Life Among Intensive Care Nurses at RSUD Haji, East Java Province, Surabaya"*, I hereby declare that I:

(Willing / Not Willing)

To participate in the research without coercion from any party, with the understanding that if at any time I feel disadvantaged in any way, I have the right to revoke this consent without any penalty. I understand that this participation contributes to scientific knowledge and that confidentiality will be maintained.

Note: Strike out what does not apply

Surabaya, 2025

Respondent

Researcher

(.....)

(.....)

Witness

(.....)

Attachment 9 Respondent Informed Consent Request Form**RESPONDENT APPROVAL REQUEST**

To:

Intensive Care Nurse

RSUD Haji Provinsi Jawa Timur Surabaya

Dear Sir/Madam,

I, the undersigned:

Name : Tsabitah Noer Yumna Thobari

Student ID Number : P17211217153

Instituton : Poltekkes Kemenkes Malang

Request permission to conduct research titled “Analysis of Factors Influencing Quality Nursing Work Life Among Intensive Care Nurses at Haji Provincial General Hospital, East Java, Surabaya.” For this purpose, I kindly request your willingness to serve as a respondent in my research. As the researcher, I will provide a souvenir as a token of appreciation for your willingness to participate as a respondent in my research.

If you agree, I kindly request that you sign the consent form and complete the questionnaire containing the statements I have provided. I sincerely thank you for your attention.

Malang, 2025

Tsabitah Noer Yumna Thobari

Attachment 10 Demographic Characteristics Individual Factor Questionnaire

Please mark (O) one of the letters according to the respondent statement:

No.	Statement
Age	
1.	Your age to date..... 1 = 21-25 years 2 = 26-35 years 3 = 36-45 years 4 = 46-55 years 5 = >55 years
Education	
2.	My highest level of education..... 1 = D3 2 = Ners 3 = Master 4 = Specialist 5 = Doctor
Marital Status	
3.	My status to date..... 1 = Married 2 = Unmarried 3 = Divorced/ Widowed
Number of Children	
4.	Number of children I have..... 1 = No Children 2 = ≤ 2 Children 3 = ≥ 2 Children
Length of Work	
5.	Your length of service here to date.... 1 = 1-5 years 2 = 6-10 years 3 = > 10 years
Indome	
6.	My monthly income..... 1 = < UMR 2 = > UMR

Attachment 11 Quality Nursing Work Life Factors Questionnaire

Please mark (√) one of the columns according to the respondent's opinion:

Code: 1 = Strongly disagree 2 = Disagree 3 = Neutral

4 = Agree

5 = Strongly agree

No.	Statement	Response				
		1	2	3	4	5
Social and Contextual Environmental						
1.	I am able to establish effective communication with patients, which helps me understand the patient's condition thoroughly, both through direct interaction and nonverbal observations					
2.	My room manager demonstrates a supportive and open leadership style, providing clear direction, sufficient work information, encouraging participation, providing solutions, and paying attention to career development and the needs of subordinates, despite occasionally displaying less than pleasant behavior.					
3.	My work environment supports the quality of nursing care through continuing education programs, sufficient clinical discussions, competent colleagues, updated care plans, and an adequate number of nurses.					
4.	I feel there is a good working relationship and collaboration between nurses and other professionals such as doctors, nutrition, pharmacy, and physiotherapy in providing services to patients.					
5.	Nurses have the opportunity to be involved in hospital governance, policy making, committee activities, mentoring of new nurses, and participation in professional and political spheres, with the support of nursing managers who have executive authority.					
Operational						

6.	The number and support of nurses in the intensive care unit is adequate, allowing me to provide quality nursing care and have time to discuss the patient's condition with fellow nurses.					
7.	I have flexibility in organizing my working hours to suit my personal and family needs.					
8.	At my workplace, recognition, compensation, and opportunities for promotion depend heavily on performing better than my coworkers, which encourages strong competition among us.					
9.	I feel that my organization will easily replace me if my performance declines or if a more efficient way to do my job is found, and the organization is less likely to prioritize my well-being or personal needs.					
Administrative						
10.	I have clear career goals and have planned the necessary steps to achieve them, including developing skills, seeking feedback from peers and superiors, and taking initiative in improving performance and expanding professional networks.					
11.	I am satisfied with the compensation system at my institution, including base salary, benefits, salary increase policy, transparency, and fairness in salary management and structure.					

Attachment 12 Quality Nursing Work Life Questionnaire

Please mark (√) one of the columns according to the respondent's opinion:

Kode: 1 = Strongly disagree 2 = Disagree 3 = Neutral

4 = Agree

5 = Strongly agree

No.	Statements	Response				
		1	2	3	4	5
<i>Work life-work home</i>						
1.	I am able to balance work and family needs.					
2.	I hope to be able to manage child care even though I am working so that I can give my children the attention they deserve.					
3.	I have energy left after work so that I can still give my full attention to my family					
4.	I feel that the rotating schedule has a good impact on my life so that I am still able to give love and attention to my family					
5.	I hope to get an organizational policy for adequate family leave time					
6.	I provide care and meet the needs of my family at home					
7.	I provide care with patience and am able to arrange daily care for my family when they are sick my family when sick					
<i>Work design</i>						
8.	I receive enough help and support from other nurses that I feel satisfied					
9.	I have the support of the nursing manager so that I am satisfied with my work and feel happy					
10.	I realize my work is too demanding					
11.	I realize that I have the autonomy to make patient care decisions because I know what is important to my patients					
12.	I need problem solving when doing many non-nursing tasks					

13.	I need problem solving, when experiencing many interruptions in my daily routine work tasks so I need those who help me overcome the unpleasant feelings					
14.	I feel I have enough time to do a good job					
15.	I feel there are enough nurses in my work environment to fulfill providing quality care					
16.	I feel happy because I am able to provide good quality patient care					
17.	Saya menerima bantuan dan dukungan dari perawat berkualitas					
Work context						
18.	I can communicate well with my nurse manager or supervisor					
19.	I have an adequate supply of equipment for patient care so that it is safe to carry out my work					
20.	My nurse manager or supervisor provides adequate supervision					
21.	The camaraderie with my coworkers is very important to me					
22.	My workplace has a work setting that provides opportunities for career development					
23.	I feel there is teamwork in the work setting that helps me achieve my work goals					
24.	I feel part of a “family” in my work environment					
25.	I am able to communicate with other health care workers, resulting in good relationships					
26.	I feel I receive feedback on my performance that is recognized by my manager or supervisor					
27.	I am able to participate in decisions made by my manager or supervisor					
28.	I feel respected by the doctors in my work environment					
29.	The waiting room/rest area/nurse locker room at my workplace is comfortable.					




30.	I am informed about and have access to educational programs through my work setting.					
31.	I receive support to attend service and continuing education programs.					
32.	I can communicate well with the doctors in my work environment					
33.	I am recognized for my achievements by my manager or supervisor					
34.	Nursing policies and procedures facilitate my work					
35.	I feel happy and comfortable that the hospital has provided a safe environment during my work					
36.	I feel safe from personal harm (physical, emotional, or verbal) at work					
37.	I feel that upper management values nursing.					
<i>Work world</i>						
38.	I believe the general public has a correct picture of the nursing profession and is interested in the information I provide about the job					
39.	I need a salary that is adequate compared to the current market conditions for nursing jobs so that it is sufficient to meet my needs					
40.	I am confident that I can find another job with the same salary and the same benefits					
41.	I feel that nursing is a safe and challenging profession					
42.	I realize that this job affects and benefits the lives of patients or patients' families					

Attachment 13 Turnitin Check Sheet




11% Overall Similarity

The combined total of all matches, including overlapping sources, for each database.

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- 3%  Internet sources
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- 9%  Submitted works (Student Papers)

Top Sources

- 3%  Internet sources
- 1%  Publications
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2	Student papers	Universitas Jambi	<1%
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26	Student papers	LL DIKTI IX Turnitin Consortium Part II	<1%
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29	Internet	etheses.lainkediri.ac.id	<1%
30	Publication	Beth A. Brooks, "Nursing Work Life in Acute Care :-", Journal of Nursing Care Quali...	<1%
31	Internet	repository.unmuha.ac.id	<1%
32	Student papers	Universitas Negeri Padang	<1%
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turnitin		Page 5 of 73 - Integrity Overview	Submission ID (m.sid): 13276813583

40	Publication	Getu Mosisa, Muktar Abadiga, Adugna Oluma, Bizuneh Wakuma. "Quality of Wor...	<1%
41	Internet	dergipark.org.tr	<1%
42	Internet	ejournal.nusantaraglobal.ac.id	<1%
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54	Student papers	Universitas Islam Riau	<1%
55	Internet	pt.scribd.com	<1%
56	Internet	repository.umgalopo.ac.id	<1%
57	Internet	www.spell.org.br	<1%
58	Publication	Dhina Widayati, "Quality Nursing Work Life Dan Burnout Syndrome Pada Perawa...	<1%

Attachment 14 SPSS Statistical Test

1. The Relationship Between Individual Factors (Age) and Quality of Nursing Work Life

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.419 ^a	3	.936
Likelihood Ratio	.420	3	.936
Linear-by-Linear Association	.164	1	.686
N of Valid Cases	64		

2. The Relationship Between Individual Factors (Education) and Quality of Nursing Work Life

Symmetric Measures					
		Value	Asymptotic Standard Error ^a	Approximate T ^b	Approximate Significance
Interval by Interval	Pearson's R	.163	.131	1.304	.197 ^c
Ordinal by Ordinal	Spearman Correlation	.237	.124	1.921	.059 ^c
N of Valid Cases		64			

3. The Relationship Between Individual Factors (Marital Status) and Quality of Nursing Work Life

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.011 ^a	2	.366
Likelihood Ratio	2.102	2	.350
Linear-by-Linear Association	.313	1	.576
N of Valid Cases	64		

4. The Relationship Between Individual Factors (Number of Children) and Quality of Nursing Work Life

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.041 ^a	2	.133
Likelihood Ratio	4.294	2	.117
Linear-by-Linear Association	1.346	1	.246
N of Valid Cases	64		

5. The Relationship between Individual Factors (Length of Work) and Quality of Nursing Work Life

Symmetric Measures					
		Value	Asymptotic Standard Error ^a	Approximate T ^b	Approximate Significance
Interval by Interval	Pearson's R	-.074	.126	-.587	.559 ^c
Ordinal by Ordinal	Spearman Correlation	-.107	.125	-.848	.400 ^c
N of Valid Cases		64			

6. The Relationship between Individual Factors (Length of Work) and Quality of Nursing Work Life

Symmetric Measures					
		Value	Asymptotic Standard Error ^a	Approximate T ^b	Approximate Significance
Interval by Interval	Pearson's R	.005	.127	.036	.971 ^c
Ordinal by Ordinal	Spearman Correlation	.096	.125	.756	.452 ^c
N of Valid Cases		64			

7. The Relationship between Social and Contextual Environmental Factors and Quality of Nursing Work Life

Crosstabulation

		Quality Nursing Work Life		Total
		Moderate	Good	
Social and Environment Contextual	Less	5	26	31
	Moderate	28	5	33
Total		33	31	64

Symmetric Measures

		Value	Asymptotic Standard Error ^a	Approxima te T ^b	Approxima te Significanc e
Interval by Interval	Pearson's R	-.687	.091	-7.448	.000 ^c
Ordinal by Ordinal	Spearman Correlation	-.687	.091	-7.448	.000 ^c
N of Valid Cases		64			

8. The Relationship between Operational Factors and Quality of Nursing

Work Life

Crosstabulation

		Quality Nursing Work Life		Total
		Moderate	Good	
Operational Factor	Less	24	15	39
	Moderate	9	16	25
Total		33	31	64

Symmetric Measures

		Value	Asymptotic Standard Error ^a	Approxima te T ^b	Approxima te Significanc e
Interval by Interval	Pearson's R	.249	.121	2.027	.047 ^c
Ordinal by Ordinal	Spearman Correlation	.249	.121	2.027	.047 ^c
N of Valid Cases		64			

9. The Relationship between Administrative Factors and Quality of Nursing Work Life

Crosstabulation

		Quality Nursing Work Life		Total
		Moderate	Good	
Administrative Factor	Less	1	0	1
	Moderate	19	11	30
	High	13	20	33
Total		33	31	64

Symmetric Measures

		Value	Asymptotic Standard Error ^a	Approximate T ^b	Approximate Significance
Interval by Interval	Pearson's R	.265	.116	2.167	.034 ^c
Ordinal by Ordinal	Spearman Correlation	.260	.119	2.121	.038 ^c
N of Valid Cases		64			

10. The Relationship between Dominant Factors and Quality of Nursing Work Life

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	.551	.448		1.230	.224
	Income	-.007	.047	-.014	-.151	.880
	Social and Environment Contextual Factor	.224	.091	.287	2.462	.017
	Operational Factor	.118	.075	.179	1.574	.121
	Administrative Factor	.241	.070	.402	3.449	.001

Attachment 15 Data Processing Sheet

1. Age

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26-35	22	34.4	34.4	34.4
	36-45	19	29.7	29.7	64.1
	46-55	21	32.8	32.8	96.9
	>55	2	3.1	3.1	100.0
	Total	64	100.0	100.0	

2. Education

		Education			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	34	53.1	53.1	53.1
	Ners	25	39.1	39.1	92.2
	Master	4	6.3	6.3	98.4
	Specialist	1	1.6	1.6	100.0
	Total	64	100.0	100.0	

3. Marital Status

		Marital Status			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	56	87.5	87.5	87.5
	Unmarried	4	6.3	6.3	93.8
	Divorced/ Widowed	4	6.3	6.3	100.0
	Total	64	100.0	100.0	

4. Number of Children

		Number of Children			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Children	10	15.6	15.6	15.6
	≤ 2 Children	32	50.0	50.0	65.6
	≥ 2 Children	22	34.4	34.4	100.0
	Total	64	100.0	100.0	

5. Length of Work

		Length of Work			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 years	3	4.7	4.7	4.7
	6-10 years	16	25.0	25.0	29.7
	> 10 years	45	70.3	70.3	100.0
	Total	64	100.0	100.0	

6. Income

		Income			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<UMR	18	28.1	28.1	37.4
	>UMR	46	71.9	71.9	100.0
Total		64			

7. Social and Contextual Environmental Factors

Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Respondent
X1.1	0	0	1	23	40	64
X1.2	0	2	13	29	20	64
X1.3	2	2	6	36	18	64
X1.4	2	0	4	39	19	64
X1.5	0	0	12	35	17	64

8. Operational Factors

Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Respondent
X2.1	0	4	11	35	14	64
X2.2	1	1	6	37	19	64
X2.3	1	8	17	29	9	64
X2.4	2	19	18	19	6	64

9. Administrative Factors

Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Respondent
X3.1	0	0	8	37	19	64
X3.2	2	9	22	25	6	64

10. Quality Nursing Work Life

Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total Respondent
Y1	0	1	1	43	19	64
Y2	0	0	3	42	19	64
Y3	0	1	2	46	15	64
Y4	0	2	3	45	14	64
Y5	0	0	3	37	24	64
Y6	0	0	1	39	24	64
Y7	0	0	4	41	19	64
Y8	0	0	4	37	23	64
Y9	2	1	10	37	14	64
Y10	0	15	22	19	8	64
Y11	3	0	8	39	14	64
Y12	6	0	12	36	10	64
Y13	1	11	16	28	8	64
Y14	0	0	6	40	18	64
Y15	2	0	10	37	15	64
Y16	1	3	7	41	12	64
Y17	1	1	1	35	28	64
Y18	0	0	4	36	24	64
Y19	1	0	3	41	19	64
Y20	1	2	7	37	17	64
Y21	0	1	1	37	25	64
Y22	1	2	6	35	20	64
Y23	1	2	7	37	17	64
Y24	0	1	1	37	25	64
Y25	1	2	11	34	16	64
Y26	2	3	9	33	17	64
Y27	2	1	7	41	13	64
Y28	1	1	8	37	17	64
Y29	1	2	11	38	12	64
Y30	2	3	9	33	17	64
Y31	2	1	8	42	11	64
Y32	1	1	8	42	12	64
Y33	1	2	11	38	12	64
Y34	2	3	9	35	15	64
Y35	1	1	8	42	12	64
Y36	1	1	11	38	13	64
Y37	2	3	14	33	12	64
Y38	1	1	8	42	12	64
Y39	1	1	8	42	12	64
Y40	0	0	3	43	18	64
Y41	2	2	14	37	9	64
Y42	1	0	8	33	22	64

