AACN Survey - 2022

Associations

January, 2023

## Association of C17. On the whole, how satisfied are you with your current job? & C18. Do you plan to leave your present nursing position?

* C17 with c18

Association between Current Job Satisfaction and Intention to Leave

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| On the whole, how satisfied are you with your current job? |  |  |  |  | <0.001 |
| Very satisfied | 291 (28%) | 26 (12%) | 25 (21%) | 240 (35%) |  |
| Somewhat satisfied | 567 (55%) | 124 (56%) | 44 (37%) | 399 (57%) |  |
| Somewhat dissatisfied | 131 (13%) | 59 (27%) | 30 (25%) | 42 (6.1%) |  |
| Very dissatisfied | 44 (4.3%) | 12 (5.4%) | 19 (16%) | 13 (1.9%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## Association of Demographics Vs C17. On the whole, how satisfied are you with your current job?

* C17 with D1, D4, D5, D6, D7, D8, D9

Associations between Demographics and Intention to Leave

|  | On the whole, how satisfied are you with your current job? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Overall**1 | **Very satisfied**1 | **Somewhat satisfied**1 | **Somewhat dissatisfied**1 | **Very dissatisfied**1 | **p-value**2 |
| Gender |  |  |  |  |  | 0.065 |
| Male | 204 (100%) | 57 (28%) | 117 (57%) | 19 (9.3%) | 11 (5.4%) |  |
| Female | 731 (100%) | 216 (30%) | 387 (53%) | 101 (14%) | 27 (3.7%) |  |
| Prefer not to answer | 84 (100%) | 14 (17%) | 56 (67%) | 9 (11%) | 5 (6.0%) |  |
| Current position |  |  |  |  |  | 0.8 |
| Unit Manager | 75 (100%) | 19 (25%) | 43 (57%) | 10 (13%) | 3 (4.0%) |  |
| Bed Side Nurse | 891 (100%) | 256 (29%) | 483 (54%) | 113 (13%) | 39 (4.4%) |  |
| Unit Educator | 16 (100%) | 5 (31%) | 8 (50%) | 2 (12%) | 1 (6.2%) |  |
| Other (please specify) | 34 (100%) | 6 (18%) | 24 (71%) | 4 (12%) | 0 (0%) |  |
| Years of total nursing experience | 14.1 (10.1) | 14.0 (10.7) | 13.9 (9.6) | 15.3 (10.6) | 14.5 (10.6) | 0.5 |
| Years of nursing experience in critical/intensive care unit | 10.8 (9.2) | 10.6 (10.1) | 10.8 (9.0) | 11.3 (8.6) | 9.7 (8.1) | 0.8 |
| Type of ICU |  |  |  |  |  | 0.13 |
| General(Mixed) | 646 (100%) | 195 (30%) | 341 (53%) | 86 (13%) | 24 (3.7%) |  |
| Medical-Surgical | 117 (100%) | 41 (35%) | 56 (48%) | 15 (13%) | 5 (4.3%) |  |
| Coronay | 31 (100%) | 5 (16%) | 20 (65%) | 5 (16%) | 1 (3.2%) |  |
| Cardiac Surgery | 46 (100%) | 6 (13%) | 32 (70%) | 4 (8.7%) | 4 (8.7%) |  |
| Neuro Surgery | 91 (100%) | 19 (21%) | 57 (63%) | 11 (12%) | 4 (4.4%) |  |
| Other | 77 (100%) | 17 (22%) | 47 (61%) | 8 (10%) | 5 (6.5%) |  |
| Country |  |  |  |  |  | <0.001 |
| Cyprus | 194 (100%) | 36 (19%) | 116 (60%) | 35 (18%) | 7 (3.6%) |  |
| Spain | 232 (100%) | 90 (39%) | 97 (42%) | 34 (15%) | 11 (4.7%) |  |
| Croatia | 257 (100%) | 62 (24%) | 152 (59%) | 25 (9.7%) | 18 (7.0%) |  |
| Poland | 75 (100%) | 6 (8.0%) | 50 (67%) | 18 (24%) | 1 (1.3%) |  |
| Romania | 275 (100%) | 97 (35%) | 152 (55%) | 19 (6.9%) | 7 (2.5%) |  |
| 1n (%); Mean (SD) | | | | | | |
| 2Pearson's Chi-squared test; One-way ANOVA | | | | | | |

## Association of Demographics Vs C18. Do you plan to leave your present nursing position?

* C18 with D1, D4, D5, D6, D7, D8, D9

Associations between Demographics and Intention to Leave

|  | Do you plan to leave your present nursing position? | | |  |
| --- | --- | --- | --- | --- |
| **Characteristic** | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Gender |  |  |  | 0.089 |
| Male | 50 (25%) | 30 (15%) | 124 (61%) |  |
| Female | 151 (21%) | 82 (11%) | 498 (68%) |  |
| Prefer not to answer | 15 (18%) | 5 (6.0%) | 64 (76%) |  |
| Current position |  |  |  | 0.043 |
| Unit Manager | 18 (24%) | 7 (9.3%) | 50 (67%) |  |
| Bed Side Nurse | 185 (21%) | 97 (11%) | 609 (68%) |  |
| Unit Educator | 3 (19%) | 4 (25%) | 9 (56%) |  |
| Other (please specify) | 11 (32%) | 8 (24%) | 15 (44%) |  |
| Years of total nursing experience | 13.8 (10.4) | 12.8 (10.1) | 14.5 (9.9) | 0.2 |
| Years of nursing experience in critical/intensive care unit | 10.4 (9.2) | 9.8 (9.2) | 11.1 (9.2) | 0.3 |
| Type of ICU |  |  |  | 0.017 |
| General(Mixed) | 123 (19%) | 70 (11%) | 453 (70%) |  |
| Medical-Surgical | 27 (23%) | 10 (8.5%) | 80 (68%) |  |
| Coronay | 6 (19%) | 8 (26%) | 17 (55%) |  |
| Cardiac Surgery | 10 (22%) | 6 (13%) | 30 (65%) |  |
| Neuro Surgery | 32 (35%) | 10 (11%) | 49 (54%) |  |
| Other | 18 (23%) | 11 (14%) | 48 (62%) |  |
| Country |  |  |  | <0.001 |
| Cyprus | 30 (15%) | 28 (14%) | 136 (70%) |  |
| Spain | 72 (31%) | 41 (18%) | 119 (51%) |  |
| Croatia | 66 (26%) | 21 (8.2%) | 170 (66%) |  |
| Poland | 24 (32%) | 14 (19%) | 37 (49%) |  |
| Romania | 29 (11%) | 14 (5.1%) | 232 (84%) |  |
| 1n (%); Mean (SD) | | | | |
| 2Pearson's Chi-squared test; One-way ANOVA | | | | |

## Association of Demographics Vs C18a. How likely would each of the following be to influence you to reconsider your plans to leave your present position?

* C18a with D1, D4, D5, D6, D7, D8, D9

Responses to eleven (11) questions, were in the range of **Very likely, Somewhat likely, Not very likely** and **Not likely at all**. The associations were performed on the event of response of **Very Likely** to be influenced by the said factor.

### Gender

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Gender | | |  |
| --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Male**, N = 2041 | **Female**, N = 7311 | **Prefer not to answer**, N = 841 | **p-value**2 |
| More flexible scheduling | 66 (34%) | 233 (34%) | 27 (36%) | >0.9 |
| Higher salary and benefits | 116 (60%) | 348 (50%) | 48 (62%) | 0.017 |
| More autonomy | 74 (39%) | 205 (30%) | 16 (22%) | 0.015 |
| More opportunities to influence decisions about patient care | 62 (32%) | 186 (28%) | 23 (32%) | 0.4 |
| More respect from unit management | 65 (34%) | 253 (37%) | 31 (40%) | 0.6 |
| Better staffing | 88 (46%) | 321 (47%) | 35 (46%) | >0.9 |
| More respect from administration | 76 (40%) | 278 (41%) | 32 (42%) | >0.9 |
| More opportunities for professiona development | 95 (49%) | 305 (45%) | 37 (48%) | 0.4 |
| Better leadership | 75 (39%) | 258 (38%) | 30 (39%) | >0.9 |
| More/better equipment and technology resources | 70 (36%) | 214 (31%) | 26 (34%) | 0.4 |
| More meaningful recognition for my contribution | 85 (45%) | 258 (38%) | 33 (43%) | 0.2 |
| Other (please specify) | 31 (28%) | 101 (26%) | 7 (22%) | 0.8 |
| 1n (%) | | | | |
| 2Pearson's Chi-squared test | | | | |

### Current position

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Current position | | | |  |
| --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Unit Manager**, N = 751 | **Bed Side Nurse**, N = 8911 | **Unit Educator**, N = 161 | **Other (please specify)**, N = 341 | **p-value**2 |
| More flexible scheduling | 19 (27%) | 292 (35%) | 6 (38%) | 11 (33%) | 0.5 |
| Higher salary and benefits | 34 (47%) | 453 (54%) | 9 (56%) | 17 (52%) | 0.7 |
| More autonomy | 27 (38%) | 257 (31%) | 5 (31%) | 8 (25%) | 0.6 |
| More opportunities to influence decisions about patient care | 26 (35%) | 231 (28%) | 5 (31%) | 9 (28%) | 0.6 |
| More respect from unit management | 31 (42%) | 302 (37%) | 4 (25%) | 10 (31%) | 0.5 |
| Better staffing | 35 (48%) | 388 (47%) | 5 (31%) | 13 (41%) | 0.6 |
| More respect from administration | 33 (46%) | 336 (41%) | 4 (25%) | 12 (36%) | 0.4 |
| More opportunities for professiona development | 28 (39%) | 383 (46%) | 5 (31%) | 17 (50%) | 0.4 |
| Better leadership | 32 (44%) | 315 (39%) | 5 (31%) | 11 (33%) | 0.7 |
| More/better equipment and technology resources | 20 (28%) | 275 (33%) | 3 (19%) | 10 (31%) | 0.5 |
| More meaningful recognition for my contribution | 32 (44%) | 327 (40%) | 3 (19%) | 14 (42%) | 0.3 |
| Other (please specify) | 12 (30%) | 117 (26%) | 3 (21%) | 7 (33%) | 0.8 |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

### Place of current work

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Place of current work | | | |  |
| --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Clinical Practice**, N = 8261 | **Education**, N = 181 | **Management**, N = 231 | **Other (Please specify)**, N = 441 | **p-value**2 |
| More flexible scheduling | 267 (35%) | 7 (39%) | 6 (26%) | 16 (36%) | 0.8 |
| Higher salary and benefits | 421 (54%) | 10 (56%) | 9 (39%) | 26 (59%) | 0.5 |
| More autonomy | 235 (31%) | 4 (22%) | 7 (30%) | 20 (45%) | 0.2 |
| More opportunities to influence decisions about patient care | 223 (29%) | 5 (28%) | 6 (26%) | 14 (32%) | >0.9 |
| More respect from unit management | 270 (35%) | 6 (33%) | 10 (43%) | 18 (41%) | 0.8 |
| Better staffing | 362 (47%) | 6 (33%) | 8 (35%) | 25 (57%) | 0.2 |
| More respect from administration | 316 (41%) | 3 (17%) | 9 (39%) | 15 (34%) | 0.2 |
| More opportunities for professiona development | 351 (46%) | 5 (28%) | 9 (39%) | 21 (48%) | 0.4 |
| Better leadership | 300 (40%) | 5 (28%) | 9 (39%) | 16 (36%) | 0.8 |
| More/better equipment and technology resources | 250 (33%) | 5 (28%) | 4 (17%) | 13 (30%) | 0.4 |
| More meaningful recognition for my contribution | 298 (39%) | 4 (22%) | 12 (52%) | 19 (43%) | 0.2 |
| Other (please specify) | 116 (25%) | 3 (17%) | 6 (38%) | 14 (40%) | 0.14 |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

### Type of ICU

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Type of ICU | | | | | |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **General(Mixed)**, N = 6461 | **Medical-Surgical**, N = 1171 | **Coronay**, N = 311 | **Cardiac Surgery**, N = 461 | **Neuro Surgery**, N = 911 | **Other**, N = 771 | **p-value**2 |
| More flexible scheduling | 204 (35%) | 35 (32%) | 11 (35%) | 19 (42%) | 33 (36%) | 26 (36%) | >0.9 |
| Higher salary and benefits | 302 (50%) | 59 (54%) | 23 (74%) | 26 (57%) | 53 (59%) | 47 (62%) | 0.047 |
| More autonomy | 175 (30%) | 30 (27%) | 16 (52%) | 12 (27%) | 31 (34%) | 30 (42%) | 0.040 |
| More opportunities to influence decisions about patient care | 167 (28%) | 28 (26%) | 16 (52%) | 7 (16%) | 29 (32%) | 22 (31%) | 0.024 |
| More respect from unit management | 213 (36%) | 29 (27%) | 15 (48%) | 18 (40%) | 34 (38%) | 35 (49%) | 0.044 |
| Better staffing | 279 (47%) | 45 (41%) | 19 (61%) | 18 (39%) | 42 (47%) | 39 (53%) | 0.3 |
| More respect from administration | 254 (43%) | 32 (29%) | 13 (42%) | 16 (36%) | 31 (34%) | 38 (52%) | 0.023 |
| More opportunities for professiona development | 276 (46%) | 43 (39%) | 17 (55%) | 21 (46%) | 39 (43%) | 37 (51%) | 0.6 |
| Better leadership | 214 (37%) | 37 (34%) | 18 (58%) | 20 (45%) | 39 (43%) | 35 (48%) | 0.046 |
| More/better equipment and technology resources | 189 (32%) | 37 (34%) | 11 (35%) | 10 (22%) | 31 (34%) | 29 (40%) | 0.5 |
| More meaningful recognition for my contribution | 237 (40%) | 38 (35%) | 19 (61%) | 16 (36%) | 34 (38%) | 30 (41%) | 0.2 |
| Other (please specify) | 73 (26%) | 25 (29%) | 2 (9.1%) | 5 (26%) | 16 (22%) | 18 (41%) | 0.10 |
| 1n (%) | | | | | | | |
| 2Pearson's Chi-squared test | | | | | | | |

### Country

Associations between Demographics and 'How likely would each of the following be to influence you to reconsider your plans to leave your present position?'

|  | Country | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| Very likely to be influenced by: | **Cyprus**, N = 1941 | **Spain**, N = 2321 | **Croatia**, N = 2571 | **Poland**, N = 751 | **Romania**, N = 2751 | **p-value**2 |
| More flexible scheduling | 63 (34%) | 106 (47%) | 79 (31%) | 20 (27%) | 63 (29%) | <0.001 |
| Higher salary and benefits | 97 (51%) | 124 (55%) | 161 (63%) | 47 (63%) | 89 (39%) | <0.001 |
| More autonomy | 66 (36%) | 85 (37%) | 87 (34%) | 20 (27%) | 41 (20%) | <0.001 |
| More opportunities to influence decisions about patient care | 51 (27%) | 88 (39%) | 72 (28%) | 18 (24%) | 45 (22%) | 0.002 |
| More respect from unit management | 79 (42%) | 78 (34%) | 100 (39%) | 27 (36%) | 68 (32%) | 0.2 |
| Better staffing | 80 (43%) | 116 (51%) | 132 (52%) | 34 (45%) | 87 (40%) | 0.045 |
| More respect from administration | 79 (43%) | 120 (53%) | 89 (35%) | 26 (35%) | 76 (36%) | <0.001 |
| More opportunities for professiona development | 85 (45%) | 123 (54%) | 123 (48%) | 31 (41%) | 79 (36%) | 0.004 |
| Better leadership | 68 (37%) | 99 (44%) | 116 (45%) | 29 (39%) | 55 (27%) | <0.001 |
| More/better equipment and technology resources | 64 (34%) | 75 (33%) | 85 (33%) | 17 (23%) | 72 (33%) | 0.4 |
| More meaningful recognition for my contribution | 77 (41%) | 105 (46%) | 100 (39%) | 26 (35%) | 73 (34%) | 0.082 |
| Other (please specify) | 28 (33%) | 31 (22%) | 47 (24%) | 22 (31%) | 11 (33%) | 0.3 |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

### Years of Experience (Nursing / ICU)

Correlation between `How likely would each of the following be to influence you to reconsider your plans to leave your present position?` and `Years of Experience (Nursing / ICU)`

|  | Correlation with | |
| --- | --- | --- |
| Likelihood of influenced by: | Years of total nursing experience | Years of nursing experience in critical/intensive care unit |
| More flexible scheduling | 0.02 | 0.01 |
| Higher salary and benefits | 0.07\* | 0.04 |
| More autonomy | -0.06 | -0.06 |
| More opportunities to influence decisions about patient care | -0.1\*\* | -0.09\*\* |
| More respect from unit management | 0.02 | 0 |
| Better staffing | -0.01 | -0.04 |
| More respect from administration | -0.02 | -0.04 |
| More opportunities for professiona development | 0.07\* | 0.03 |
| Better leadership | 0.01 | 0 |
| More/better equipment and technology resources | 0.05 | 0.03 |
| More meaningful recognition for my contribution | 0.01 | 0 |
| Other (please specify) | -0.02 | -0.02 |
| Note: Spearman correlation coefficient (r).   \* p < 0.05, \*\* p < 0.01 | | |

## Associations A1, A3, A5, A 6 with C17. On the whole, how satisfied are you with your current job?

Associations of 'How satisfied are you with your current job' and ' Implementation of HWE standards'

|  | On the whole, how satisfied are you with your current job? | | | | |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment** | **Overall**1 | **Very satisfied**1 | **Somewhat satisfied**1 | **Somewhat dissatisfied**1 | **Very dissatisfied**1 | **p-value**2 |
| Has your unit implemented any Healthy Work Environment Standards? |  |  |  |  |  | <0.001 |
| Not at all | 354 (100%) | 60 (17%) | 189 (53%) | 78 (22%) | 27 (7.6%) |  |
| Just beginning | 112 (100%) | 24 (21%) | 75 (67%) | 10 (8.9%) | 3 (2.7%) |  |
| Well on the way | 193 (100%) | 78 (40%) | 102 (53%) | 8 (4.1%) | 5 (2.6%) |  |
| Fully implemented | 79 (100%) | 48 (61%) | 28 (35%) | 1 (1.3%) | 2 (2.5%) |  |
| Do not know | 295 (100%) | 81 (27%) | 173 (59%) | 34 (12%) | 7 (2.4%) |  |
| Has your Organization implemented any Healthy Work Environment Standards? |  |  |  |  |  | <0.001 |
| Not at all | 317 (100%) | 54 (17%) | 172 (54%) | 66 (21%) | 25 (7.9%) |  |
| Just beginning | 104 (100%) | 22 (21%) | 67 (64%) | 11 (11%) | 4 (3.8%) |  |
| Well on the way | 189 (100%) | 76 (40%) | 103 (54%) | 6 (3.2%) | 4 (2.1%) |  |
| Fully implemented | 80 (100%) | 45 (56%) | 32 (40%) | 1 (1.3%) | 2 (2.5%) |  |
| Do not know | 343 (100%) | 94 (27%) | 193 (56%) | 47 (14%) | 9 (2.6%) |  |
| Independent of your present job how satisfied are you with being a registered nurse? |  |  |  |  |  | <0.001 |
| Very satisfied | 550 (100%) | 232 (42%) | 265 (48%) | 41 (7.5%) | 12 (2.2%) |  |
| Somewhat satisfied | 378 (100%) | 45 (12%) | 264 (70%) | 60 (16%) | 9 (2.4%) |  |
| Somewhat dissatisfied | 63 (100%) | 3 (4.8%) | 26 (41%) | 26 (41%) | 8 (13%) |  |
| Very dissatisfied | 42 (100%) | 11 (26%) | 12 (29%) | 4 (9.5%) | 15 (36%) |  |
| How would you describe the quality of care for patients in your unit? |  |  |  |  |  | <0.001 |
| Excellent | 267 (100%) | 104 (39%) | 145 (54%) | 10 (3.7%) | 8 (3.0%) |  |
| Good | 569 (100%) | 166 (29%) | 316 (56%) | 72 (13%) | 15 (2.6%) |  |
| Fair | 160 (100%) | 20 (12%) | 87 (54%) | 39 (24%) | 14 (8.8%) |  |
| Poor | 37 (100%) | 1 (2.7%) | 19 (51%) | 10 (27%) | 7 (19%) |  |
| 1n (%) | | | | | | |
| 2Pearson's Chi-squared test | | | | | | |

## Associations of A1, A3, A5, A 6 with C18. Do you plan to leave your present nursing position?

Associations of 'Intention to leave' and ' Implementation of HWE standards'

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment** | **Overall**1 | **Yes, within the next 3 years**1 | **Yes, within the next 12 months**1 | **No plans to leave within the next 3 years**1 | **p-value**2 |
| Has your unit implemented any Healthy Work Environment Standards? |  |  |  |  | <0.001 |
| Not at all | 354 (100%) | 101 (29%) | 61 (17%) | 192 (54%) |  |
| Just beginning | 112 (100%) | 30 (27%) | 13 (12%) | 69 (62%) |  |
| Well on the way | 193 (100%) | 34 (18%) | 12 (6.2%) | 147 (76%) |  |
| Fully implemented | 79 (100%) | 4 (5.1%) | 5 (6.3%) | 70 (89%) |  |
| Do not know | 295 (100%) | 52 (18%) | 27 (9.2%) | 216 (73%) |  |
| Has your Organization implemented any Healthy Work Environment Standards? |  |  |  |  | <0.001 |
| Not at all | 317 (100%) | 92 (29%) | 52 (16%) | 173 (55%) |  |
| Just beginning | 104 (100%) | 26 (25%) | 15 (14%) | 63 (61%) |  |
| Well on the way | 189 (100%) | 29 (15%) | 9 (4.8%) | 151 (80%) |  |
| Fully implemented | 80 (100%) | 3 (3.8%) | 8 (10%) | 69 (86%) |  |
| Do not know | 343 (100%) | 71 (21%) | 34 (9.9%) | 238 (69%) |  |
| Independent of your present job how satisfied are you with being a registered nurse? |  |  |  |  | <0.001 |
| Very satisfied | 550 (100%) | 88 (16%) | 56 (10%) | 406 (74%) |  |
| Somewhat satisfied | 378 (100%) | 90 (24%) | 47 (12%) | 241 (64%) |  |
| Somewhat dissatisfied | 63 (100%) | 33 (52%) | 5 (7.9%) | 25 (40%) |  |
| Very dissatisfied | 42 (100%) | 10 (24%) | 10 (24%) | 22 (52%) |  |
| How would you describe the quality of care for patients in your unit? |  |  |  |  | 0.001 |
| Excellent | 267 (100%) | 38 (14%) | 25 (9.4%) | 204 (76%) |  |
| Good | 569 (100%) | 131 (23%) | 60 (11%) | 378 (66%) |  |
| Fair | 160 (100%) | 42 (26%) | 27 (17%) | 91 (57%) |  |
| Poor | 37 (100%) | 10 (27%) | 6 (16%) | 21 (57%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

## Section B with C17, C18

### C17 “On the whole, how satisfied are you with your current job?”

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'How satisfied are you with your current job'

|  | On the whole, how satisfied are you with your current job? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Very satisfied**, N = 2911 | **Somewhat satisfied**, N = 5671 | **Somewhat dissatisfied**, N = 1311 | **Very dissatisfied**, N = 441 | **p-value**2 |
| Skilled Communication | 2.0 (0.6) | 2.4 (0.6) | 2.7 (0.6) | 2.9 (0.7) | <0.001 |
| True Collaboration | 2.2 (0.7) | 2.5 (0.6) | 2.9 (0.6) | 3.1 (0.7) | <0.001 |
| Effective Decision-Making | 2.1 (0.5) | 2.4 (0.5) | 2.7 (0.5) | 3.0 (0.9) | <0.001 |
| Appropriate Staffing | 2.2 (0.7) | 2.5 (0.7) | 2.9 (0.7) | 3.0 (0.9) | <0.001 |
| Meaningful Recognition | 2.2 (0.7) | 2.6 (0.6) | 2.9 (0.5) | 3.1 (0.8) | <0.001 |
| Authentic Leadership | 2.1 (0.7) | 2.5 (0.6) | 2.9 (0.6) | 3.1 (0.8) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'How satisfied are you with your current job'

|  | On the whole, how satisfied are you with your current job? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Very satisfied**, N = 2911 | **Somewhat satisfied**, N = 5671 | **Somewhat dissatisfied**, N = 1311 | **Very dissatisfied**, N = 441 | **p-value**2 |
| Skilled Communication | 1.9 (0.6) | 2.3 (0.6) | 2.6 (0.6) | 2.8 (0.7) | <0.001 |
| True Collaboration | 2.1 (0.7) | 2.4 (0.6) | 2.8 (0.6) | 3.1 (0.7) | <0.001 |
| Effective Decision-Making | 1.9 (0.6) | 2.3 (0.5) | 2.6 (0.5) | 3.0 (0.9) | <0.001 |
| Appropriate Staffing | 2.1 (0.6) | 2.4 (0.6) | 2.8 (0.7) | 3.0 (0.8) | <0.001 |
| Meaningful Recognition | 2.1 (0.7) | 2.5 (0.6) | 2.8 (0.5) | 3.0 (0.8) | <0.001 |
| Authentic Leadership | 1.9 (0.7) | 2.4 (0.6) | 2.8 (0.6) | 3.2 (0.8) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

### C18 “Do you plan to leave your present nursing position?”

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'Do you plan to leave your present nursing position'

|  | Do you plan to leave your present nursing position? | | |  |
| --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Skilled Communication | 2.5 (0.7) | 2.4 (0.7) | 2.3 (0.6) | <0.001 |
| True Collaboration | 2.7 (0.6) | 2.7 (0.7) | 2.4 (0.6) | <0.001 |
| Effective Decision-Making | 2.5 (0.6) | 2.5 (0.7) | 2.3 (0.6) | <0.001 |
| Appropriate Staffing | 2.6 (0.7) | 2.7 (0.8) | 2.4 (0.7) | <0.001 |
| Meaningful Recognition | 2.7 (0.6) | 2.7 (0.7) | 2.4 (0.7) | <0.001 |
| Authentic Leadership | 2.7 (0.6) | 2.7 (0.8) | 2.3 (0.7) | <0.001 |
| 1Mean (SD) | | | | |
| 2One-way ANOVA | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'Do you plan to leave your present nursing position'

|  | Do you plan to leave your present nursing position? | | |  |
| --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Skilled Communication | 2.4 (0.7) | 2.4 (0.7) | 2.1 (0.6) | <0.001 |
| True Collaboration | 2.6 (0.6) | 2.7 (0.7) | 2.3 (0.7) | <0.001 |
| Effective Decision-Making | 2.4 (0.6) | 2.4 (0.7) | 2.2 (0.6) | <0.001 |
| Appropriate Staffing | 2.6 (0.7) | 2.6 (0.8) | 2.3 (0.7) | <0.001 |
| Meaningful Recognition | 2.6 (0.6) | 2.7 (0.7) | 2.3 (0.7) | <0.001 |
| Authentic Leadership | 2.6 (0.6) | 2.7 (0.8) | 2.2 (0.7) | <0.001 |
| 1Mean (SD) | | | | |
| 2One-way ANOVA | | | | |

## Section B with A1, A2, A3,

### A1. Independent of your present job how satisfied are you with being a registered nurse?

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'Independent of your present job how satisfied are you with being a registered nurse?'

|  | Independent of your present job how satisfied are you with being a registered nurse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Very satisfied**, N = 6271 | **Somewhat satisfied**, N = 4331 | **Somewhat dissatisfied**, N = 761 | **Very dissatisfied**, N = 471 | **p-value**2 |
| Skilled Communication | 2.2 (0.7) | 2.5 (0.6) | 2.5 (0.5) | 2.6 (0.9) | <0.001 |
| True Collaboration | 2.4 (0.7) | 2.6 (0.6) | 2.8 (0.6) | 2.6 (0.9) | <0.001 |
| Effective Decision-Making | 2.2 (0.6) | 2.5 (0.5) | 2.6 (0.6) | 2.6 (0.9) | <0.001 |
| Appropriate Staffing | 2.4 (0.7) | 2.5 (0.7) | 2.7 (0.7) | 2.7 (0.8) | <0.001 |
| Meaningful Recognition | 2.4 (0.7) | 2.6 (0.6) | 2.8 (0.6) | 2.6 (0.9) | <0.001 |
| Authentic Leadership | 2.4 (0.7) | 2.5 (0.6) | 2.7 (0.7) | 2.7 (0.9) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'Independent of your present job how satisfied are you with being a registered nurse?'

|  | Independent of your present job how satisfied are you with being a registered nurse? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Very satisfied**, N = 6271 | **Somewhat satisfied**, N = 4331 | **Somewhat dissatisfied**, N = 761 | **Very dissatisfied**, N = 471 | **p-value**2 |
| Skilled Communication | 2.1 (0.7) | 2.4 (0.6) | 2.5 (0.6) | 2.6 (0.9) | <0.001 |
| True Collaboration | 2.3 (0.7) | 2.5 (0.6) | 2.8 (0.6) | 2.7 (0.8) | <0.001 |
| Effective Decision-Making | 2.1 (0.6) | 2.4 (0.5) | 2.6 (0.6) | 2.6 (0.9) | <0.001 |
| Appropriate Staffing | 2.3 (0.7) | 2.5 (0.7) | 2.7 (0.7) | 2.6 (0.9) | <0.001 |
| Meaningful Recognition | 2.3 (0.7) | 2.5 (0.6) | 2.8 (0.6) | 2.6 (0.9) | <0.001 |
| Authentic Leadership | 2.2 (0.7) | 2.4 (0.6) | 2.8 (0.6) | 2.6 (0.9) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

### A2. How likely are you to advice a qualified individual to pursue a career in Nursing?

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'How likely are you to advice a qualified individual to pursue a career in Nursing?'

|  | How likely are you to advice a qualified individual to pursue a career in Nursing? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Definitely would**, N = 2831 | **Probably would**, N = 5961 | **Probably would not**, N = 2401 | **Definitely would not**, N = 641 | **p-value**2 |
| Skilled Communication | 2.1 (0.7) | 2.3 (0.6) | 2.5 (0.6) | 2.7 (0.8) | <0.001 |
| True Collaboration | 2.3 (0.7) | 2.5 (0.6) | 2.7 (0.5) | 2.8 (0.8) | <0.001 |
| Effective Decision-Making | 2.2 (0.6) | 2.4 (0.6) | 2.5 (0.5) | 2.6 (0.8) | <0.001 |
| Appropriate Staffing | 2.3 (0.7) | 2.5 (0.7) | 2.7 (0.7) | 2.8 (0.8) | <0.001 |
| Meaningful Recognition | 2.4 (0.7) | 2.5 (0.6) | 2.7 (0.6) | 2.9 (0.8) | <0.001 |
| Authentic Leadership | 2.2 (0.7) | 2.5 (0.7) | 2.6 (0.5) | 2.9 (0.9) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'How likely are you to advice a qualified individual to pursue a career in Nursing?'

|  | How likely are you to advice a qualified individual to pursue a career in Nursing? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Definitely would**, N = 2831 | **Probably would**, N = 5961 | **Probably would not**, N = 2401 | **Definitely would not**, N = 641 | **p-value**2 |
| Skilled Communication | 2.0 (0.7) | 2.2 (0.6) | 2.4 (0.6) | 2.7 (0.8) | <0.001 |
| True Collaboration | 2.2 (0.7) | 2.4 (0.7) | 2.6 (0.5) | 2.8 (0.8) | <0.001 |
| Effective Decision-Making | 2.1 (0.6) | 2.2 (0.6) | 2.5 (0.5) | 2.6 (0.8) | <0.001 |
| Appropriate Staffing | 2.2 (0.7) | 2.4 (0.7) | 2.6 (0.7) | 2.7 (0.8) | <0.001 |
| Meaningful Recognition | 2.2 (0.7) | 2.4 (0.7) | 2.7 (0.6) | 2.8 (0.8) | <0.001 |
| Authentic Leadership | 2.1 (0.7) | 2.3 (0.7) | 2.6 (0.6) | 2.9 (0.8) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

### A3. How would you describe the quality of care for patients in your unit?

* Organisation

Associations of 'Healthy Work Environment Standards in Organisation' and 'How would you describe the quality of care for patients in your unit?'

|  | How would you describe the quality of care for patients in your unit? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Organisation** | **Excellent**, N = 3061 | **Good**, N = 6461 | **Fair**, N = 1881 | **Poor**, N = 431 | **p-value**2 |
| Skilled Communication | 2.0 (0.7) | 2.4 (0.6) | 2.6 (0.6) | 2.8 (0.7) | <0.001 |
| True Collaboration | 2.2 (0.7) | 2.5 (0.6) | 2.7 (0.6) | 3.0 (0.7) | <0.001 |
| Effective Decision-Making | 2.1 (0.6) | 2.4 (0.5) | 2.6 (0.6) | 2.9 (0.7) | <0.001 |
| Appropriate Staffing | 2.2 (0.7) | 2.5 (0.6) | 2.7 (0.7) | 3.1 (0.6) | <0.001 |
| Meaningful Recognition | 2.3 (0.7) | 2.5 (0.6) | 2.7 (0.6) | 3.0 (0.6) | <0.001 |
| Authentic Leadership | 2.1 (0.7) | 2.5 (0.6) | 2.8 (0.7) | 3.1 (0.6) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

* Unit

Associations of 'Healthy Work Environment Standards in Unit' and 'How would you describe the quality of care for patients in your unit?'

|  | How would you describe the quality of care for patients in your unit? | | | |  |
| --- | --- | --- | --- | --- | --- |
| **Healthy Work Environment in the Unit** | **Excellent**, N = 3061 | **Good**, N = 6461 | **Fair**, N = 1881 | **Poor**, N = 431 | **p-value**2 |
| Skilled Communication | 1.9 (0.7) | 2.3 (0.6) | 2.5 (0.6) | 2.8 (0.7) | <0.001 |
| True Collaboration | 2.1 (0.7) | 2.5 (0.6) | 2.7 (0.6) | 3.0 (0.7) | <0.001 |
| Effective Decision-Making | 2.0 (0.6) | 2.3 (0.5) | 2.6 (0.6) | 2.9 (0.7) | <0.001 |
| Appropriate Staffing | 2.1 (0.7) | 2.4 (0.6) | 2.7 (0.7) | 3.0 (0.7) | <0.001 |
| Meaningful Recognition | 2.2 (0.8) | 2.4 (0.6) | 2.7 (0.6) | 2.8 (0.8) | <0.001 |
| Authentic Leadership | 2.0 (0.7) | 2.4 (0.6) | 2.7 (0.7) | 3.0 (0.7) | <0.001 |
| 1Mean (SD) | | | | | |
| 2One-way ANOVA | | | | | |

## C18 with C4, C5, C14, C15, C16,

### C4, C5, C14, C16,and Intention to leave

Associations of 'Intention to leave' and ' ... '

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
|  | **Overall**, N = 1,0331 | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| To what extent, in your work as a nurse do you experience moral distress? |  |  |  |  | <0.001 |
| Very Frequently | 103 (10.0%) | 26 (12%) | 24 (20%) | 53 (7.6%) |  |
| Frequently | 275 (27%) | 67 (30%) | 47 (40%) | 161 (23%) |  |
| Occasionally | 437 (42%) | 91 (41%) | 36 (31%) | 310 (45%) |  |
| Very Rarely | 218 (21%) | 37 (17%) | 11 (9.3%) | 170 (24%) |  |
| With regard to staffing for your unit how often do you have the right number of registered nurses with the right knowledge and skills? |  |  |  |  | 0.2 |
| Less than 25% of the time | 233 (23%) | 41 (19%) | 34 (29%) | 158 (23%) |  |
| Between 25-49% of the time | 308 (30%) | 79 (36%) | 35 (30%) | 194 (28%) |  |
| 50-75% of the time | 288 (28%) | 62 (28%) | 28 (24%) | 198 (29%) |  |
| More than 75% of the time | 151 (15%) | 31 (14%) | 17 (14%) | 103 (15%) |  |
| All the time | 53 (5.1%) | 8 (3.6%) | 4 (3.4%) | 41 (5.9%) |  |
| To what degree do you agree with the statement?  "My organization values my health and safety" |  |  |  |  | <0.001 |
| Strongly agree | 83 (8.0%) | 9 (4.1%) | 14 (12%) | 60 (8.6%) |  |
| Agree | 388 (38%) | 64 (29%) | 29 (25%) | 295 (43%) |  |
| Disagree | 387 (37%) | 95 (43%) | 44 (37%) | 248 (36%) |  |
| Strongly disagree | 175 (17%) | 53 (24%) | 31 (26%) | 91 (13%) |  |
| To what extent are you evaluated on how well you contribute to a healthy work environment for you and your colleagues? |  |  |  |  | <0.001 |
| Plays a major part in my evaluation | 197 (19%) | 29 (13%) | 24 (21%) | 144 (21%) |  |
| Plays a substantial part in my evaluation | 428 (42%) | 78 (35%) | 47 (40%) | 303 (45%) |  |
| Plays a minor part in my evaluation | 187 (18%) | 57 (26%) | 16 (14%) | 114 (17%) |  |
| Plays no part in my evaluation | 204 (20%) | 56 (25%) | 30 (26%) | 118 (17%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |

### C15. Work Done and Intention to leave

Associations of 'Intention to leave' and 'At the end of a typical shift, to what degree do you get the following work done?'

|  | Do you plan to leave your present nursing position? | | | |  |
| --- | --- | --- | --- | --- | --- |
| At the end of a typical shift, to what degree do you get the following work done? | **Overall**, N = 1,0331 | **Yes, within the next 3 years**, N = 2211 | **Yes, within the next 12 months**, N = 1181 | **No plans to leave within the next 3 years**, N = 6941 | **p-value**2 |
| Direct care (medications, procedures, monitoring etc.) |  |  |  |  | 0.054 |
| 0-49% of work done | 30 (3.0%) | 4 (1.9%) | 9 (8.0%) | 17 (2.5%) |  |
| 50-74% of work done | 114 (11%) | 28 (13%) | 13 (12%) | 73 (11%) |  |
| 75-99% of work done | 345 (35%) | 77 (36%) | 36 (32%) | 232 (34%) |  |
| 100% of work done | 509 (51%) | 103 (49%) | 55 (49%) | 351 (52%) |  |
| Comforting/Talking with patients |  |  |  |  | 0.044 |
| 0-49% of work done | 198 (20%) | 47 (22%) | 32 (29%) | 119 (18%) |  |
| 50-74% of work done | 272 (28%) | 67 (32%) | 31 (28%) | 174 (26%) |  |
| 75-99% of work done | 330 (34%) | 65 (31%) | 32 (29%) | 233 (35%) |  |
| 100% of work done | 182 (19%) | 31 (15%) | 17 (15%) | 134 (20%) |  |
| Developing or updating care plans |  |  |  |  | <0.001 |
| 0-49% of work done | 189 (20%) | 45 (23%) | 32 (30%) | 112 (18%) |  |
| 50-74% of work done | 223 (24%) | 48 (25%) | 30 (29%) | 145 (23%) |  |
| 75-99% of work done | 279 (30%) | 70 (36%) | 27 (26%) | 182 (29%) |  |
| 100% of work done | 243 (26%) | 29 (15%) | 16 (15%) | 198 (31%) |  |
| Prepring patients and families for discharge |  |  |  |  | 0.029 |
| 0-49% of work done | 141 (17%) | 31 (17%) | 21 (22%) | 89 (16%) |  |
| 50-74% of work done | 179 (22%) | 49 (27%) | 27 (28%) | 103 (19%) |  |
| 75-99% of work done | 283 (34%) | 63 (34%) | 23 (24%) | 197 (36%) |  |
| 100% of work done | 224 (27%) | 40 (22%) | 24 (25%) | 160 (29%) |  |
| Teaching patients or family |  |  |  |  | 0.011 |
| 0-49% of work done | 204 (23%) | 51 (26%) | 35 (34%) | 118 (20%) |  |
| 50-74% of work done | 238 (27%) | 56 (29%) | 30 (29%) | 152 (26%) |  |
| 75-99% of work done | 285 (32%) | 63 (32%) | 26 (25%) | 196 (34%) |  |
| 100% of work done | 152 (17%) | 24 (12%) | 13 (12%) | 115 (20%) |  |
| 1n (%) | | | | | |
| 2Pearson's Chi-squared test | | | | | |