

HOSPITAL CLIMATE QUESTIONNAIRE

SECTION A: PERSONAL INFORMATION

Please tick the box next to the appropriate answer.

Question 1: What is your current position (rank) within the hospital?

Nursing service manager	
Chief professional nurse	
Senior professional nurse	
Professional nurse	
Comprehensive student nurse	
Staff nurse	
Bridging course student nurse	
Nursing auxiliary	

Question 2: How many years have you been serving in your current hospital?

..... (Write in years)

Question 3: Indicate your gender:

Male	Female
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Question 4: What is your age? (Please write in)

SECTION B: QUESTIONS DIRECTED TO NURSING MANAGEMENT AND NURSING STAFF

Please indicate on a scale of 1 to 5, where 1 is disagree strongly and 5 is agree strongly how you agree with the following statements.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1.	Supervisors share ideas with nursing staff.					
2.	Nurses are given sufficient instruction on how to operate the equipment.					
3.	Supervisors schedule work for all nurses.					
4.	Supervisors help to solve personal problems of nurses.					
5.	We spend too much time in meetings.					
6.	My unit provides sufficient material for job use.					
7.	Supervisors look out for my personal welfare.					
8.	Nurses work together when doing routine duties.					
9.	Supplies are available when needed.					
10.	I never question rules set by supervisors.					
11.	Supervisors explain reasons for his/her criticism.					
12.	My colleagues interrupt each other at group meetings.					
13.	Supervisors sometimes do personal favours for nurses.					
14.	Nurses in this unit talk about leaving the hospital.					
15.	I have a good deal of loyalty towards the hospital/employer.					

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
16.	Supervisors check on the capability of all nurses performing their duties.					
17.	Supervisors encourage nurses to take initiative in solving problems.					
18.	I feel that this organisation sets high standards of performance.					
19.	Nurses cooperate well with each other in the unit/hospital.					
20.	My work is evaluated according to the organisation's set standards.					
21.	Recognition given for work done is fairly provided to all nursing staff.					
22.	Supervisors show appreciation for my work.					
23.	Supervisors ensure high performance among staff.					
24.	I am allowed autonomy in carrying out my duties.					
25.	My abilities are taken into consideration when duties are delegated in my unit.					
26.	Supervisors provide me with opportunities to overcome any limitations in knowledge.					
27.	Delegated duties are challenging to me.					
28.	Delegated duties allow me to develop problem-solving skills.					
29.	I am facilitated to overcome limitations in my experience.					
30.	I find delegated duties interesting.					
31.	My job is arranged in such a way that I can do an entire task without any disturbances.					

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
32.	My supervisors create a challenging environment for me.					
33.	I am given the opportunity to attend workshops and/or courses to expand my knowledge.					
34.	My job is challenging.					
35.	My job allows for the use of my own discretion/judgement.					
36.	Appropriate in-service education programmes are available.					
37.	Duties delegated to me are sometimes outside my scope of practice.					
38.	I am reimbursed for formal achievements that I obtain through staff development programmes e.g. Diploma or Degree.					
39.	I am involved when the organisational or unit policies are reviewed.					
40.	Supervisors are willing to listen to job related problems.					
41.	I am informed about any new or revised policies.					
42.	I am given opportunities to express my professional developmental needs.					
43.	I think my unit policies facilitate the achievement of my goals.					
44.	I receive guidance on how to improve my performance.					
45.	I am ranked based on my performance.					
46.	My performance appraisals are fair.					

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
47.	My employer provides the equipment and resources necessary for me to execute my duties.					
48.	My workplace is a noise-free environment.					
49.	My workplace is characterised by sufficient workspace.					
50.	I feel that my workplace is a safe environment.					
51.	I have been made aware of rules and regulations that I have to follow.					
52.	I am encouraged to make inputs with regards to my job.					
53.	I am given enough information to protect myself against hazards that may result in my work.					
54.	I would like my supervisor to change his/her leadership style.					
55.	It is easy for me to talk with my supervisor/superior.					
56.	I am aware of the hospital's goals and objectives.					
57.	I am made aware of the communication channels available to me.					
58.	I have access to senior management.					
59.	I know what the hospital's mission statement is.					
60.	I feel that I have opportunity for career advancement.					
61.	My level of education and experience is used.					
62.	I am aware of the benefits that are available to me.					

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
63.	I am satisfied with the fringe benefits that I receive at the hospital.					
64.	I am in a dead end job.					
65.	I have a good chance to be promoted.					
66.	Time spent in meetings keeps me from doing my best on the job.					
67.	I know exactly what is expected from me.					
68.	My workload is often increased because my co-workers are not doing their jobs properly.					
69.	Nurses socialise together in small selected groups.					
70.	Nurses usually eat lunch by themselves.					

SECTION C: OPEN-ENDED QUESTIONS

PLEASE GIVE PRECISE ANSWERS TO THE FOLLOWING OPEN-ENDED QUESTIONS. PLEASE GIVE EXAMPLES WHERE POSSIBLE.

1. Do you feel the hospital is doing enough to promote personal career development?

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2. Do you feel the hospital is doing enough to promote professional career development?

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3. How do you feel about your work environment?

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4. Do you feel that you are involved in decision-making?

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Thank you for your cooperation!

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Constance Lephoko

