APPENDIX A

List of the Experts for the Validity of

the Data Collection Instruments

Experts at Chiang Mai University, Thailand:

Assistant Professor Dr. Darawan Thapinta

Assistant Professor Dr. Wipada Kunaviktikul

Assistant Professor Dr. Ouyporn Tonmukayakul

Associate Professor Ubol Niwatchai

Assistant Professor Ramoul Nuntasupawat

Experts at Xian Medical University, People's Republic of China

English-Chinese-English translation

Associate Professor Hu Qingtao

Assistant Professor Lu Hongyang

Content validity

Professor Shao Weiwei

Professor Su Zuyou

Associate Professor Liu Zhigian

Associate Professor Kang Wanghu

Junior Nurse He Ruichang

Junior Nurse Zheng Shuili

APPENDIX B

Demographic Data Questionnaire

Please check \/ in the space or put the number in front of the item that is appropriate for you.

1. Sex _____(1) Male. _____(2) Female

2. Age _____ years old

3. Marital Status

_____(1) Single

_____(2) Married

_____(3) Divorced

_____(4) Widowed

_____(5) Separated

4. Educational Level

_____(1) Secondary Nursing School

_____(2) Diploma

_____(3) Bachelor of Nursing

5. Professional Title

_____(1) Junior nurse

_____(2) Intermediate level nurse

_____(3) Senior Nurse

_____(4) Associate advanced nurse

_____(5) Advanced nurse

6. Your Hospital

　　　　_____(1) First Teaching Hospital of XMU

　　　　_____(2) Second Teaching Hospital of XMU

　　　　_____(3) First Teaching Hospital of FMMU

　　　　_____(4) Second Teaching Hospital of FMMU

8. Working Unit

　　　　_____(1) Medical unit

　　　　_____(2) Surgical unit

　　　　_____(3) Pediatric unit

　　　　_____(4) Obstetric and Gynecological unit

7. Years of Working in Nursing Profession

　　　　_____ years

9. Years of Working in Current Unit

　　　　_____ years

APPENDIX C

Nursing Job Stressor Inventory

The questionnaire is aimed to determine job stressors in the hospital as perceived by the staff nurse. There are 35 statements of the situations or events. Please read each statement carefully, and determine the frequency with which you experience it by marking \/ in the column that correspond to your thoughts.

1 means that you never experience the event or situation.

2 means that you occasionally experience the event or situation.

3 means that you frequently experience the event or situation.

2 means that you always experience the event or situation.

For example:

Statement	1	2	3	4
1. Workload too high			\/	

If you never experience it, put a mark (\/) on the column 1 corresponding to the statement.

Job Stressor Inventory

Statement	1	2	3	4
1. Workload too high				
2. Criticism of nursing care by a physician				
3. Performing procedures that patients experience as painful				
4. Dirty and poor work environment				
5. Conflict with a supervisor				
6. Uncooperative patients				
7. Lack of support from colleagues				
8. Too muny non-nursing tasks required				
9. Low status of nursing profession				
10. Fear of making a mistake in care for a patient.				
11. Lack of friendly atmosphere among staff				
12. Individual patients who continually make heavy demands				
13. Lack of recognition for one's effort and dedication by patients				
14. Feeling inadequately prepared in responding to emotional needs. of patients and their families				
15. Lack of clear job description				
16. Inadequate salary				
17. little opportunity for continuing education				

Statement (continued)	1	2	3	4

18. Lack of support from the supervisor

19. Aggressive patients relatives

20. Less opportunity for promotion

21. Criticism by a supervisor

22. Too much paper work on shift

23. Not enough knowledge for patient education

24. The death of a patient who I care for

25. Not enough time to provide emotional support for a patient

26. Difficulty in working with some nurses in the unit

27. Lack of respect from other health care professionals

28. Care for patients who are seriously ill

29. Patient impolite behavior

30. Inadequate equipment and resources to do the job well

31. Not enough staff to adequately cover the unit

32. Conflict with a physician

33. Shift work

34. Lack of autonomy

35. Crowded work space

APPENDIX D

Maslach Burnout Inventory

The questionnaire is aimed at determine how staff nurses view their job and their clients. There are 22 statements of job-related feelings. Please read each statement carefully and determine how frequently you have this feeling in your work by marking \/ in the column that corresponds to your feeling.

0 means that you never have this feeling.

1 means that you have this feeling a few times a year.

2 means that you have this feeling once a month or less.

3 means that you have this feeling a few times a mouth.

4 means that you have this feeling once a week.

5 means that you have this feeling a few times a week.

6 means that you have this feeling every day.

For example:

Statement   0 1 2 3 4 5 6

1. I feel depressed at work

If you never feel depressed at work, you would put a mark \/ on the column 0 corresponding to the statement.

Maslach Burnout Inventory

Statements	1	2	3	4	5	6	7

1. I feel emotionally drained from my work.

2. I feel used up at the end of workday.

3. I feel fatigued when I get up in the morning and have to face another day on the job.

4. I can easily understand how my recipients feel about things.

5. I feel I treat some recipients as if they were impersonal objects.

6. Working with people all day is really a strain for me.

7. I deal very effectively with the problems of my recipients.

8. I feel burned out from my work.

9. I feel I'm positively influencing other people's live though my work.

10. I've become more callous toward people since I took this job.

11. I worry that this job is hardening me emotionally.

12. I feel very energetic.

13. I feel frustrated by my job.

14. I feel I'm working too hard on my job

Statement (continued)	0	1	2	3	4	5	6

15. I don't really care what happens to some recipients.

16. Working with people directly puts too much stress on me.

17. I can easily create a relaxed atmosphere with my recipients.

18. I feel exhilarated after working closely with my recipients.

19. I have accomplished many worthwhile things in this job.

20. I feel like I'm at the end of my rope.

21. In my work, I deal with emotional problems very calmly.

22. I feel recipients blame me for some of their problems.

APPENDIX E

Cover letter to potential research subjects

Dear staff nurse:

My name is Li Xiaomei. I am a graduate student in the Master of Nursing Science Program in the POHNED. In partial fulfillment of the requirement for the course. I will conduct a research project entitled "Job Stressors and Burnout Among Staff Nurses in Four Teaching Hospitals in Xian". May I invite you to participate in this study.

In order for the results to accurately reflect the response of staff nurses, it is crucial that each questionnaire be completed and returned. Completion of these three questionnaires will take approximately 30 minutes. After completely answering the enclosed questionnaires, please seal the packet and return it to the data collection box placed outside the nursing service department of you hospital.

Confidentiality of your response will be maintained. Anonymity will be used in the study. All data will be reported as group information. Your participation is voluntary. Permission to conduct this research have been obtained from the nursing service department of your hospital.

Due to the time constraints, please complete the questionnaires by December, 15, 1995. Your replies are essential to the success of this study and will be valuable in helping improve nursing care in China. Thank you very much for your valuable participation.

Sincerely yours

_____

Li Xiaomei

APPENDIX F

Research Consent Form

I hereby give consent to participate in a research project entitled "Job Stressors and Burnout Among Staff Nurses in four teaching hospitals in Xian". This research project will involve me in answering three questionnaires. The purposes of this study are to identify job stressors and determine the level of burnout among staff nurses in four urban Chinese teaching hospitals.

I understand that my participation is voluntary. I can withdraw from the study at any time. There will be no risks involved in the study. I further understand that information obtained as a consequence of my participation will be presented as group data in any scientific publications.

Signature:_____

Date: _____

VITA

Surname, name   Ms Li Xiaomei

Date of Birth   September 24, 1962

Curriculum vita

    1984-1987   Associate degree in nursing at Xian Medical University

    1993-1994   Bachelor degree in nursing science at La Trobe University, Australia.

Experience

    1982-1984   Clinical nurse in the pediatric ward of the First Teaching Hospital of Xian Medical University

    1987-present   Nurses instructor in the Faculty of Nursing at Xian Medical University Xian, Shaanxi province, People's Republic of China.