



APPENDICES

ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่

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APPENDIX A

Population and Sample of Respondents

Table A1

Number and Proportion of Nursing Faculty Members by Colleges

Name of College	Faculty population	Sample size
Ekwendeni	15	12
St. Johns	14	11
Daeyang Luke	15	12
Nkhoma	13	11
MCHS (Lilongwe)	6	5
Holy Family	10	8
Malamulo CHS	12	10
MCHS (Blantyre)	19	15
MCHS (Zomba)	20	16
Mulanje	20	16
St. Joseph	23	19
St Lukes	19	15
Trinity	9	7
Total	195	157

Note. Sample size = 131, calculated from Yamane (1967) formula [$n = N/1+N(e)^2$]

APPENDIX B

Research Instrument

Factors Related to Intent to Stay Among Faculty Members in Nursing Colleges, The Republic of Malawi

Part 1: Demographic Data Form

Please complete the following by making a cross (X) or filling as appropriately in the blank spaces provided.

1. Name of College:.....
2. Department: Med/surg Community Midwifery
 Pediatrics Nursing in general
3. Number of nursing faculty members in your department:.....
4. Gender: Male () Female ()
5. Marital Status: Married () Single ()
6. Academic Position: Principal lecturer/tutor () Senior lecturer/tutor ()
Assistant lecturer () Lecturer/tutor ()
7. Educational Level: Doctoral (PhD) () Masters (Msc) ()
Bachelors (Bsc) () Diploma (Dip) ()
8. Years of working as a faculty member:
9. Years of working as a faculty member at current institution:
10. Age (in years):.....
11. Present Monthly Salary: MK.....

Part 2: Faculty-administrator Relationship

Please respond by indicating a cross (X) to each statement with regard to the relationship between you and your immediate supervisor (can be either of these: head of department, dean, coordinator etc)

1. How well does your immediate supervisor understand your job problems and needs?

Not a bit	a little	a fair amount	quite a bit	A great deal
() 1	() 2	() 3	() 4	() 5

2. Do you know where you stand with your immediate supervisor...do you usually know how satisfied your immediate supervisor is with what you do?

Rarely	occasionally	sometimes	fairly often	Very often
() 1	() 2	() 3	() 4	() 5

- ----
- ----
- ----

7. How would you characterize your working relationship with your immediate supervisor?

Extremely ineffective	Worse than average	Average	Better than average	Extremely effective
() 1	() 2	() 3	() 4	() 5

Part 3-6 below is a list of various statements about your institution.

Read each statement carefully and decide by indicating a cross (X); the extent to which it actually applies to your case. Use the following scale:

1= Strongly disagree

2 = Disagree

3 = Neutral

4 = Agree

5 = Strongly agree

Part 3: Organizational Commitment						
1	I speak highly of this college to my friends	1	2	3	4	5
-	-----					
-	-----					
7	This college's values are not the same as mine					
Part 4: Pay Satisfaction						
1	My pay is fair as compared to what I expect to receive	1	2	3	4	5
-	-----					
3	My pay is fair in relation to the rest of the colleges					
Part 5: Job Opportunity						
1	There are plenty of good academic jobs that I could have inside my country.	1	2	3	4	5
-	-----					
-	-----					
6	I have job opportunities outside of academia.					
Part 6: Intent to Stay						
1	I plan to leave this college as soon as possible.	1	2	3	4	5
-	-----					
-	-----					
4	I plan to stay at this college as long as possible.					

APPENDIX C

Permission Letter to Use Instruments

(1)



كلية العلوم التربوية
Faculty of Educational Sciences

بسم الله الرحمن الرحيم



الجامعة الهاشمية
The Hashemite University

الموافق:

Dean's Office

الرقم:

مكتب العميد

Dr. Achara Sukonthasarn,
Associate Dean for Academic Affairs,
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

February 23, 2014

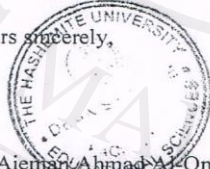
Dear Dr. Achara Sukonthasarn,

Regarding Mrs. Jane Mazengera Code 551235809, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Intent to Stay Among Faculty Members in Nursing Colleges, The Republic of Malawi".

I fully give my permission to use the instrument Job Opportunity Scale to be used for conducting the thesis research as mentioned above.

Thank you for your request, and don't hesitate contacting me any time in my email: aieman66@hotmail.com, aieman66@hu.edu.jo, or mobile +962796618374.

Yours sincerely,



Dr. Aieman Ahmad Al-Omari

Dean of Faculty of Educational Sciences
Chairperson of Department of Educational Foundations and Administration
Hashemite University, Jordan.

الزرقاء - هاتف (٣٩٠٣٣٣٣) ناسوخ (٣٨٢٦٦١٣) ص.ب (١٥٠٤٥٩) الرمز البريدي (١٣١١٥) الزرقاء / الأردن
مكتب الارتباط : عمان - هاتف (٥٣٤٢٧٠٠) ناسوخ (٥٣٤٣٨٦٤) ص.ب (١٣٨) الجبيهة / الأردن www.hu.edu.jo

Permission Letter to Use Instruments

(2)

6/1/2557

Gmail - "Request for Permission to Use Instruments"



Jane Mazengera <jmazengera511@gmail.com>

"Request for Permission to Use Instruments"

From: <subject>

Jane Mazengera <jmazengera511@gmail.com>
To: Gary Markowitz <garym@keiseruniversity.edu>

Wed, Oct 9, 2013 at 8:19 PM

Dear Dr. Markowitz,

I am an international student from Malawi studying Masters in Nursing Administration at Chiang Mai University in Thailand. Currently, I am developing a research proposal on "Factors related to Intent to stay among Nurse faculty in Nursing Colleges, Republic of Malawi" and planning to test your model from your dissertation titled "Faculty Intent to Stay and the Perceived Relationship with Supervisor at a Career-Focused University."

I therefore now formally ask for your permission to use the instruments that you used in your study and filling the faculty work environment namely: 1) Scandura and Graen's (1984) LMX-7 Scale 2) Price and Mueller's (1986) Measure of Intent to Stay 3) Mowday, Steers and Porter's (1979) Measure of Organizational Commitment and 4) Heneman & Schwab's (1985) Pay Satisfaction Questionnaire.

Sincerely,

Jane Khumbira Chirwa-Mazengera
International Student (Msc Nsg Admin Program)
Faculty of Nursing
Chiang Mai University
No. 110 Inthavaroros Road
Sripoom, Muang District
Chiang Mai 50200
THAILAND
+66(0)841 331 652

Gary Markowitz <garym@keiseruniversity.edu>
To: Jane Mazengera <jmazengera511@gmail.com>

Wed, Oct 9, 2013 at 9:07 PM

Jane,

You may use any instrument or information from my dissertation that assists you in your research project.

Gary Markowitz

From: Jane Mazengera [mailto:jmazengera511@gmail.com]
Sent: Wednesday, October 09, 2013 9:20 AM
To: Gary Markowitz
Subject: "Request for Permission to Use Instruments"

[Quoted text hidden]

<https://mail.google.com/mail/u/0/?ui=2&ik=b21c1e0e3b&view=pt&asrc=fbnbox&th=14115d578933a420>

1/2

APPENDIX D

Cronbach's Alpha of Instruments

Table D1

Cronbach's Alpha of Intent to Stay Scale, Measure of Organizational Commitment, Pay Satisfaction Questionnaire, Leader-member Exchange Instrument and Job Opportunity Scale

	Cronbach's Alpha
The Intent to Stay Scale	0.73
The Measure of Organizational Commitment	0.84
The Leader-Member Exchange Instrument	0.82
The Pay Satisfaction Questionnaire	0.81
The Job Opportunity Scale	0.71

APPENDIX E

Information Sheet for Research Participants/Volunteers

I am Jane Chirwa-Mazengera, a master degree nursing student at the Faculty of Nursing, Chiang Mai University. As part of my master degree work, I am currently doing a study on “Factors Related to Intent to Stay Among Faculty Members in Nursing Colleges, The Republic of Malawi.” The study aims at describing intent to stay as perceived by nursing faculty members and exploring the relationships between intent to stay and related factors including, organizational commitment, pay satisfaction, faculty-administrator relationships and job opportunity in nursing colleges of the Republic of Malawi.

We will need 157 nursing faculty members. You are invited to be a participant in the study since you are among the nursing faculty members involved in the classroom and clinical teaching services in the nursing colleges targeted for the study. The study may not have direct benefit to you. Rather, the result can enhance nurse faculty retention by improving organizational commitment, pay, faculty-administrator relationships and perception of alternative job opportunities within these nursing colleges. After understanding the study information and agreeing to participate in it, you will be asked to complete a consent form and a 27 items questionnaire, with six parts consisting of: - demographic data, the Leader-Member Exchange Instrument (7 items), Measure of Organizational Commitment (7 items), Pay Satisfaction Questionnaire (3 items), Job Opportunity Scale (6- items) and the last part will be the Intent to Stay Scale (4 items). The completion of this questionnaire may take almost 20 minutes of your time. A writing pen shall be given upon completion of the questionnaires as a compensation for your time. Your participation in this study is entirely voluntary and you are free to refuse participation or withdraw from this study at anytime; without losing any benefits or affecting your performance evaluation. Your participation in the study may be terminated if you are transferred to another nursing college or you resign from your current employing institution.

In order to ensure confidentiality, the consent form and the questionnaires will be handed over to you in an envelope. Kindly take your time to complete the questionnaires in a comfortable environment and return the questionnaires within two weeks. The sealed envelope can then be given to the coordinator in your college after completion. The information given will be strictly handled with confidentiality. Any information will have a code number on it instead of your name and your name will not be disclosed in report of any information. Participant's name and information will not be mentioned in my study and the result I will obtain from this study will not be linked to any person but will be shared to the public as an overall result. Any other benefits or copyrights that may be the result of this research project will be in accordance with the rules and regulations of Chiang Mai University.

If you have any questions about this study or would like any additional information to help you make a decision to participate in this study, kindly contact Jane Chirwa-Mazengera on cell (0 888 380 732) or by email jmazengera511@gmail.com. Further, if you have any questions you need to be clarified you can contact my major advisor Associate Professor Dr. Ratanawadee, Faculty of Nursing, Chiang Mai University, Thailand on (+66) 053 225 425. If you have any question regarding the rights of human subjects in this research study, please contact Professor Emeritus Dr. Wichit Srisuphan, the chairman of the research ethic committee, Faculty of Nursing, Chiang Mai University, on this phone number (+66) 053-94-6080. In Malawi please contact Dr. Charles Mwansambo, the chairman of the National Health Sciences Research Committee, on (+265) 01 724 418.

Thank you for your consideration to participate in this study.

Jane Chirwa-Mazengera (Mrs.)

Master of Nursing Student in Nursing Administration

Faculty of Nursing, Chiang Mai, Thailand.

Date:.....

APPENDIX F

Informed Consent of the Research Participants/Volunteers

I have read the foregoing information or it has been read to me. I have had the opportunity to ask questions about it and any questions that I have asked have been answered to my satisfaction. I consent voluntarily to participate in this research study.

Print Name of Participant:.....

Signature of Participant:.....

Date:.....

day/month/year

Print Name of Researcher:.....

Signature of Researcher:.....

Date:.....

day/month/year

Print Name of Witness:.....

Signature of Witness:.....

Date:.....

day/month/year

APPENDIX G

Certificate of Ethical Clearance



Certificate of Approval

No.006/2014

Name of Ethics Committee : Ethics Committee, Faculty of Nursing, Chiang Mai University	
Address of Ethics Committee : 110 Inthawaroros road., SriPhum, Chiang Mai 50200	
Principal Investigator : Mrs.Jane Mazengera Master of Nursing Science Program (International Program) Faculty of Nursing Chiang Mai University	
Protocol title : Factors Related to Intent to Stay Among Faculty Members in Nursing Colleges, The Republic of Malawi	
STUDY CODE : EXP – 009 – 2557	
Sponsor : -	
Documents filed	Document reference
Research protocol	- Version date February 5, 2014
Informed consent documents /Patient information sheet	- Version date February 5, 2014
Case Record Form	- Version date February 5, 2014
Principal Investigator Curriculum vitae	- Version date February 5, 2014
Opinion of the Ethics Committee/Institutional Review Board : Expedited Review The Ethics Committee has reviewed the protocol and documents above and give the favorable opinion	
Date of Approval : February 5, 2014 Expiration Date : February 4, 2015	

Progress report is required to be submitted to the Ethics Committee for continuing review

at 3 month interval

at 6 month interval


annually (in this case please submit at least 60 days prior to expiration date)

This Ethics Committee is organized and operates according to GCPs and relevant international ethical guidelines, the applicable laws and regulations.

Signed : 

(Professor Emerita Dr. Wichit Srisuphan)

Chairperson, Faculty of Nursing, Chiang Mai University

Signed : 

(Professor Dr. Wipada Kunaviktikul)

Dean, Faculty of Nursing, Chiang Mai University

GENERAL CONDITION OF APPROVAL:

- Prior Research Ethics Committee approval is required before implementing any changes in the consent documents or protocol unless those changes are required urgently for the safety of subjects.
- Any event or new information that may affect the benefit/risk ratio of the study must be reported to the REC promptly.
- Any protocol deviation/violation must be reported to the REC.

APPENDIX H

Approval from Malawi National Health Sciences Research Committee

Telephone: + 265 789 400
Facsimile: + 265 789 431
e-mail doccentre@malawi.net
All Communications should be addressed to:
The Secretary for Health and Population



In reply please quote No. MED/4/36c

MINISTRY OF HEALTH
P.O. BOX 30377
LILONGWE 3
MALAWI

17th March 2014

Jane Mzengera
Chiang Mai University

Dear Sir/Madam,

RE: Protocol # 1262: Factors related to intent to stay among faculty members in nursing colleges, Malawi

Thank you for the above titled proposal that you submitted to the National Health Sciences Research Committee (NHSRC) for review. Please be advised that the NHSRC has **reviewed** and **approved** your application to conduct the above titled study.

- **APPROVAL NUMBER** : NHSRC # 1262
The above details should be used on all correspondence, consent forms and documents as appropriate.
- **APPROVAL DATE** : 17/03/2014
- **EXPIRATION DATE** : This approval expires on 16/03/2015
After this date, this project may only continue upon renewal. For purposes of renewal, a progress report on a standard form obtainable from the NHSRC secretariat should be submitted one month before the expiration date for continuing review.
- **SERIOUS ADVERSE EVENT REPORTING** : All serious problems having to do with subject safety must be reported to the National Health Sciences Research Committee within 10 working days using standard forms obtainable from the NHSRC Secretariat.
- **MODIFICATIONS**: Prior NHSRC approval using standard forms obtainable from the NHSRC Secretariat is required before implementing any changes in the Protocol (including changes in the consent documents). You may not use any other consent documents besides those approved by the NHSRC.
- **TERMINATION OF STUDY**: On termination of a study, a report has to be submitted to the NHSRC using standard forms obtainable from the NHSRC Secretariat.
- **QUESTIONS**: Please contact the NHSRC on Telephone No. (01) 724418, 0999218630 or by e-mail on moh@gmail.com
- **Other**:
Please be reminded to send in copies of your final research results for our records as well as for the Health Research Database.

Kind regards from the NHSRC Secretariat.

FOR CHAIRMAN, NATIONAL HEALTH SCIENCES RESEARCH COMMITTEE

PROMOTING THE ETHICAL CONDUCT OF RESEARCH
Executive Committee: Dr.C.Mwansambo (Chairman), Prof. E. Molynux (Vice Chairperson)
Registered with the USA Office for Human Research Protections (OHRP) as an International IRB
(IRB Number IRB00003905 FWA00005976)

APPENDIX I

Permission from Christian Health Association of Malawi



CHAM **CHRISTIAN HEALTH ASSOCIATION OF MALAWI**

P.O. Box 30378, LILONGWE 3, Malawi.
Telephone Office: 01-775 180/404, 01-771 258 Fax: 01-775 406
E-mail: chamsec@cham.org.mw

Ref:

Ref: CH/10/31N

TO : The Chairman, National Health Sciences Research Committee
FROM : Executive Director
DATE : 26th February, 2014
SUBJECT : Letter of support to undertake a study titled; Factors Related to intent to
Stay among faculty members in Nursing Colleges, The Republic of Malawi.

Mrs. Jane Chirwa Mazengera, a lecturer at Malawi College of Health Sciences and a Nursing Administration Masters Student at Chiang Mai University intends to undertake a study titled as above in CHAM Colleges as a partial fulfillment of her Master's degree programme.

It is envisaged that the results of the study will provide relevant information to CHAM which will be of help in improving retention of staff in the training Colleges. I therefore write to indicate our interest and support that she conducts such a study in our Training Colleges.

Yours faithfully,

Diana Ng'oma

For: Executive Director

*All official correspondence to be addressed to
the Executive Director and not to individuals*

APPENDIX J

Frequency and Percentage of Intent to Stay

Table J1

Frequency and Percentages of Intent to Stay

Item	\bar{X}	SD	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree	
			n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
1. I plan to leave this college as soon as possible.	3.62	1.30	35	(30.97)	36	(31.86)	17	(15.04)	14	(21.39)	11	(9.73)
2. Under no circumstances will I voluntarily leave this college before I retire.	2.68	1.14	9	(7.96)	15	(13.27)	38	(33.63)	33	(29.20)	18	(15.93)
3. I would be reluctant to leave this college.	2.44	1.12	4	(3.54)	15	(13.27)	37	(32.74)	28	(24.78)	29	(25.66)
4. I plan to stay at this college as long as possible.	3.11	1.27	13	(11.50)	39	(34.51)	27	(23.9)	15	(13.27)	19	(16.81)

CURRICULUM VITAE

Author's Name Mrs. Jane Chirwa-Mazengera

Date of Birth 5 November, 1973

Educational Background

2012-2014 Studying Master Science in Nursing, CMU, Thailand

2006 Bachelor of Science in Nursing Education

KCN, UNIMA

1995 Diploma in General Nursing, KCN, UNIMA

Professional Experiences

Lecturer, Nursing Education, Malawi College of Health Sciences



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