APPENDICES

APPENDIX A

Descriptive Statistics of Innovative Behavior

Table A1

Mean and Standard Deviation of Each Item of Nurse Innovative Behavior (n = 385)

Innovative behavior	Mean	Std. Deviation
Idea generation	3.52	.58
1. Generate the intention to deal with problems.	3.61	.77
2. Seek methods to deal with problems while utilizing resources.	3.53	.73
3. Analyze the feasibility of solutions in actual working.	3.43	.76
Support obtaining	2.81	.60
4. Seek colleagues or leaders for agreement, supports and participation.	3.57	.80
5. Investigate and survey the new methods, in order to obtain more information and data.	2.93	.84
6. Seek financial aid for the new methods.	1.96	.90
Idea realization	3.04	.79
7. Develop specific implementation plans for new methods.	2.78	.92
8. Apply implementation plans into work.	3.29	.90
9. Revise implementation plans and apply into work.	3.06	.99
10. Evaluate the effectiveness of new methods.	3.03	.96

Table A2

Frequency and Percentage of Innovation Behavior by each Item (n = 385)

Innovative behavior	1		2		3		4		5	
	n	%	n	%	n	%	n	%	n	%
1. Generate the intention to deal with problems.	-	-	30	7.79	127	32.99	190	49.35	38	9.87
5. Investigate and survey the new methods, in order to obtain more information and data.	11	2.86	110	28.57	166	43.12	92	23.90	6	1.55
6. Seek financial aid for the new methods.	138	35.84	144	37.40	84	21.82	17	4.42	2	0.52

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APPENDIX B

Descriptive Statistics of Knowledge Sharing

Table B1

Mean and Standard Deviation of Chinese Knowledge Sharing Behavior Scale by each Item (n=385)

Item	Mean	SD
Written Contribution	2.42	.69
1. Submit nursing templets and working reports.	2.74	.97
2. Share documentation from personal files related to current work.	2.58	.95
3. Contribute ideas and thoughts to hospital online databases.	1.99	.90
4. Keep others updated with important hospital's or departments' information through online discussion boards (e.g. hospital network platform and QQ group*).	2.36	1.14
Organizational Communication	2.39	.67
5. Publish papers in company journals, magazines, or newsletters.	1.63	.83
6. Ask good questions that can elicit others' thinking and discussion in department's meetings.	2.58	.87
7. Share past personal work-related success and failure stories in hospital's or department's meetings, so that lead others to deal with problems correctly.	2.49	.94
8. Make presentations in hospital's or department's meetings (or participate in Academic Communication).	2.08	1.01
9. Engage in long-term coaching relationships with junior nurses.	3.15	1.12

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Table B1 (continued)

Item	Mean	SD
Personal Interaction	3.18	.70
10. Participate in department's Consultation and Case Discussion actively.	3.29	.97
11. Spend time in personal conversation to help others deal with their work-related problems.	3.43	.84
12. Share passion and excitement on some specific subjects with others through personal conversation.	3.19	.90
13. Share experiences that may help others avoid risks and troubles through personal conversation.	3.23	.88
14. Have online chats (e.g. e-mail, QQ* and WeChat*) with others to help them with their work-related problems.	2.74	1.02
Communities of practice	2.67	.83
15. Meet with community* members to create innovative solutions for problems that occur in work.	2.69	.94
16. Meet with community* members to share own experiences and practice on specific topics with common interests.	2.70	.95
17. Meet with community* members to share success and failure stories on specific topics with common interests.	2.65	.95
18. Support personal development of community* members.	2.94	1.04
19. Share ideas and thoughts on specific nursing topics through e-mail or hospital supported online community-of-practice system.	2.39	1.03

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Table B2

Frequency of each item of Chinese Knowledge Sharing Behavior Scale (n = 385)

Items	1		2		3		4		5	
	n	%	n	%	n	%	n	%	n	%
3. Contribute ideas and thoughts to hospital online databases.	128	33.22	163	42.34	67	17.40	25	6.49	2	0.55
14. Have online chats (e.g. e-mail, QQ* and WeChat*) with others to help them with their work-related problems.	48	12.47	109	28.31	134	34.80	84	21.82	10	2.60
19. Share ideas and thoughts on specific nursing topics through e-mail or hospital supported online community-of-practice system.	87	22.60	119	30.91	128	33.25	45	11.68	6	1.65

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APPENDIX C

Descriptive Statistics of Job Autonomy

Table C1

Mean and Standard Deviation of Work Autonomy Scale by each Item (n=385)

Item of Work Autonomy Scale	Mean	SD
Method Autonomy	4.73	1.19
1. I am allowed to decide how to go about getting my job done (the methods to use).	4.70	1.48
2. I am able to choose the way to go about my job (the procedures to utilize).	5.10	1.36
3. I am free to choose the method(s) to use in carrying out my work.	4.58	1.51
Scheduling Autonomy	4.54	1.29
1. I have control over the scheduling of my work.	3.70	1.82
2. I have some control over the sequencing of my work activities (when I do what).	5.19	1.42
3. My job is such that I can decide when to do particular work activities.	4.74	1.55
Criteria Autonomy	4.29	1.23
1. My job allows me to modify the normal way we are evaluated so that I can emphasize some aspects of my job and play down others.	3.44	1.62
2. I am able to modify what my job objectives are (what I am supposed to accomplish).	4.72	1.51
3. I have some control over what I am supposed to accomplish (what my supervisor sees as my job objectives).	4.69	1.37

Table C2

Frequency of each Item of Work Autonomy Scale (n=385)

Items	1		2		3		4		5		6		7	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Scheduling Autonomy														
2. I have some control over the sequencing of my work activities (when I do what).	10	2.60	17	4.42	25	6.49	43	11.17	69	17.92	184	47.79	37	9.61

APPENDIX D

Cronbach's Alpha Coefficient of Instruments

Table D

Cronbach's Alpha Coefficient of Nurse Innovative Behavior Scale, Chinese Knowledge Sharing Behavior Scale, and Work Autonomy Scale (n= 20)

Scale	Number of Items	Cronbach's Alpha
Nurse Innovative Behavior Scale	10	.89
Idea Generation	3	.80
Support Obtaining	3	.59
Idea Realization	4	.94
Chinese Knowledge Sharing Behavior Scale	19	.95
Written Contribution	4	.89
Organizational Communication	5	.77
Personal Interaction	5	.76
Communities of practice	5	.80
Work Autonomy Scale	9	.92
Work Method Autonomy	3	.86
Work Scheduling Autonomy	3	.90
Work Criteria Autonomy	3	.73

APPENDIX E

Questionnaire (English Version)

This questionnaire aims to collect data regarding factors related to innovative behavior among nurses in Autonomous hospitals in Yunnan province, the People's Republic of China. It contains four parts: Part I-Demographic Data Form, Part II-Nurses' Innovative Behavior Scale, Part III- Chinese Nurses Knowledge Sharing Behavior Scale, and Part IV- Work Autonomy Scale. You can complete this questionnaire in your available time and please be as honest as you can when answering the questions in each part.

Part I-Demographic Data Form

Please tick "☐" in the boxes or fill the answers to each item.

1. Gender: ☐ Male ☐ Female

2. Age: _____ years old

3. Marital Status: ☐ Single ☐ Married ☐ Divorce ☐ Separated Other: Identify_____-
_____

4. Educational Attainment:

☐ Diploma ☐ Associate degree

☐ Bachelor degree ☐ Master degree ☐ Doctoral degree

5. Job Title:

☐ Junior nurse ☐ Nurse in charge ☐ Senior nurse

6. Department

☐Medical ☐Surgical ☐Pediatric ☐Out-patient department

☐Obstetrics-Gynecology department ☐Intensive Care Unit

☐ Operating Room ☐ Emergency Room

7. Years of working _____years

8. Employment status

☐ Temporary nurse ☐ Permanent nurse

Part II- Nurse innovative Behavior Scale

      The following is Nurse Innovative Behavior Scale. All items describe some work related behaviors. Please according to your experience to evaluate yourself, "1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always". Please mark the answer which one is suitable for your situation.

Items	Never	Rarely	Some-times	Often	Always
1. Generate the intention to deal with problems.	1	2	3	4	5
2. Seek methods to deal with problems while utilizing resources.	1	2	3	4	5
......					
9. Revise implementation plans and apply into work.	1	2	3	4	5
10. Evaluate the effectiveness of new methods.	1	2	3	4	5

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Part III - **Chinese Knowledge Sharing Behavior Scale**

The following is Chinese Knowledge Sharing Behavior Scale. All items describe some work related behaviors. Please according to your experience to evaluate yourself, "1=Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 = Always". Please mark the answer which one is suitable for your situation.

Items	Never	Rarely	Some-times	Often	Always
1. Submit nursing templets and working reports.	1	2	3	4	5
2. Share documentation from personal files related to current work.	1	2	3	4	5
......					
18. Support personal development of community* members.	1	2	3	4	5
19. Share ideas and thoughts on specific nursing topics through e-mail or hospital supported online community-of-practice system.	1	2	3	4	5

NOTE:

* QQ and WeChat are two types of Chinese version social software.

* Community: an informal group (e.g. association, interest group and QCC) within hospitals or consisted by community health workers, who voluntarily share common practice, experiences, and interests on specific topics.

Part ⅠⅤ- Work Autonomy Scale

The following is Work Autonomy Scale. Please according to your experience to evaluate yourself, "1= Strongly disagree, 2 = Disagree, 3 = Somewhat disagree, 4 = Neither agree or disagree, 5 = Somewhat agree, 6 = Agree, 7= Strongly agree". Please mark the answer which one is suitable for your situation.

Items	Strongly disagree	Dis-Agree	Some-what disagree	Neither agree or disagree	Some-What agree	Agree	Strongly agree
Method Autonomy							
1. I am allowed to decide how to go about getting my job done (the methods to use).	1	2	3	4	5	6	7
....							
3. I am free to choose the method(s) to use in carrying out my work.	1	2	3	4	5	6	7
Scheduling Autonomy							
1. I have control over the scheduling of my work.	1	2	3	4	5	6	7
......							
3. My job is such that I can decide when to do particular work activities.	1	2	3	4	5	6	7
Criteria Autonomy							
......							
......							
3. I have some control over what I am supposed to accomplish (what my supervisor sees as my job objectives).	1	2	3	4	5	6	7

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APPENDIX F

Questionnaire (Chinese Version)

调 查 问 卷

本问卷的目的是调查影响中国自治州医院护士创新行为的因素（包括职称、文化程度、知识共享行为及工作自主性）的数据资料。问卷由四个部分组成：第一部分：个人基本资料；第二部分：护士创新行为量表；第三部分：护士知识共享行为量表；第四部分：工作自主性量表。请用你的空余时间来完成本问卷，请尽量诚实地回答每个部分的问题。

一、 个人基本资料

请在正确选项前的框内打"√"或填写每一项的答案。

1. 性别: □男 □女

2. 年龄: _____岁

3. 婚姻状况: □ 单身 □ 已婚 □离异 □分居　其它_____

4. 教育程度

□□ 中专 □大专 □本科 □硕士学位 □博士学位

5. 职称

□ 护士 □护师 □主管护师

6. 工作科室:

□内科 □外科 □妇产科 □儿科 □重症监护病房 □手术室

□急诊科 □门诊部

7. 工作年限: _____年

8. 编制 : □合同 □正式

二、护士创新行为量表

以下是护士创新行为量表，是工作中一些行为的描述。请您根据实际工作的情况，对自己在何种程度上表现出以下行为进行评价，"1＝从不、2＝较少、3＝有时、4＝经常、5＝很频繁"。请在较为符合的程度上打钩"√"或画圈，如①。

题 项	从不	较少	有时	经常	很频繁
1.产生解决问题的意愿	1	2	3	4	5
2.利用资源查询解决问题的方法	1	2	3	4	5
……					
9.修订实施方案并在工作中应用	1	2	3	4	5
10.定期评估新方法的效用	1	2	3	4	5

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三、中国护士知识共享行为量表

以下是中国护士知识共享行为量表，是工作中一些行为的描述。请您根据实际工作的情况，对自己在何种程度上表现出以下行为进行评价，"1＝从不、2＝较少、3＝有时、4＝经常、5＝很频繁"。请在较为符合的程度上打钩"√"或画圈，如①。

题项	从不	较少	有时	经常	很频繁
1. 提交护理模板和工作报告	1	2	3	4	5
2. 分享与现有内容相关的私人文件内容	1	2	3	4	5
……					
18. 支持社团*成员的个人发展	1	2	3	4	5
19. 通过社团*电子邮件列表或医院支持的社团实践网络系统与社团成员分享特定护理领域相关的思想和观点	1	2	3	4	5

注：*社团，有共同实践、经历和兴趣爱好的医院内部或社区医护人员组成的协会、兴趣小组、品管圈等非正式团体

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四、工作自主性量表

以下是工作自主性量表，是工作中一些行为的描述。请您根据实际工作的情况，对自己在何种程度上表现出以下行为进行评价，"1＝非常不同意、2＝不同意、3＝有些不同意、4＝不确定、5＝有些同意、6＝同意、7＝非常同意"。请在较为符合的程度上打钩"√"或画圈，如①。

题项	非常不同意	不同意	有些不同意	不确定	有些同意	同意	非常同意
方法自主性							
1. 我被允许决定怎样完成我的工作（利用什么样的方法）	1	2	3	4	5	6	7
……							
3. 我可以自由地选择开展工作的方式	1	2	3	4	5	6	7
时序安排自主性							
1. 我能控制我工作的班次安排	1	2	3	4	5	6	7
……							
3. 我在工作中可以自主决定某项任务何时去做	1	2	3	4	5	6	7
标准自主性							
1. 我的工作允许我去改变既定的的常规方法，因此工作中，我可以侧重于某些方面而忽视其他方面。	1	2	3	4	5	6	7
……							
3. 我能部分决定什么是我被期望完成的（那些上级领导认为我需要完成的工作目标）	1	2	3	4	5	6	7

APPENDIX G

Certificate of Ethical Clearance (IRB)

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 :   *Wichit Srisuphan*

(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:

1.   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.

2. Any event or new information that may affect the benefit/risk ratio of the study must be reported to the REC promptly.

3. Any protocol deviation/violation must be reported to the REC.

4. Review of close study report is required to be submitted to the REC.

5. Review of progress report to the REC before expiration date at 2 months.

APPENDIX H

Permission for Using Nurse Innovative Behavior Scale

Mail QQ邮箱
mail.qq.com

护士创新行为量表协议书

From:67530813<67530813@qq.com>
Time:Friday, Dec 23, 2016 10:36 PM
To:夏天<travisyt@qq.com>

杨婷老师：

您好！

您可以在您的研究设计中使用上海交通大学护理学院章雅青课题组研制的《护士创新行为量表》。在您的研究结束后，请将原始数据反馈给章雅青教授和包玲老师，以便对量表的应用情况进行总结以及进一步优化。谢谢！具体要求以协议书为准（详见附件）。

祝您研究顺利！

上海交通大学医学院
包玲

  (1 attachments)

普通附件

护士创新行为量表协议书.jpg (204.23K)   Download

APPENDIX I

Permission for Using Knowledge Sharing Behavior Scale

杨婷 **Mary** <carecatyt@gmail.com>   2016/9/11

发送至 yijlzd

Dear Miss Yi Jialin,

    It is Yang Ting, I am a the 2nd year master student studying in Faculty of Nursing, Chiang Mai University, Thailand and My major is Nursing Administration. Before studying here I worked in a tertiary hospital in China for 8 years as a staff nurse.

    I am writing this letter to you hope to get your permission of using your instrument "knowledge sharing behavior scale" (2009) in my future study.

    I am preparing proposal of my thesis for graduation. My interested area is Innovative work behavior among Chinese nurses. My study is to explore the factors related to innovative work behavior among Chinese nurses, knowledge sharing as one of the factors.

    I planed to use your instrument that is because it has a good validity based on your study and suitable for my study's requirements, moreover, the description of each item is very clearly for readers, an author has already translated it into Chinese, and used in Chinese nurse. it is suitable for the content.

    Would you please allowed me to use it in my study? if yes, could you possibly send a copy of the Scale to me?

    Look forward to your reply. One more, please forgive my English not good enough.

    Thank you very much.

    Yours sincerely

Yang Ting

Jialin Yi <yijlzd@gmail.com>   2016/9/12

发送至 我

英文 ▾   〉 中文 ▾   翻译邮件   对英文停用 X

Hi Yang Ting,

Thanks for your email. You get my permission to use my KSBS instrument in your relevant research as mentioned below.

As to the copy of the scale, in my published paper it should have been included as an appendix in the paper, right? Please double check, if not, I can find it on my computer and send it to you.

Thanks.

APPENDIX J

Permission for Using Chinese Knowledge Sharing Behavior Scale

回复：请求使用量表。

发件人：陈阳广<573381332@qq.com>

时 间：2016年10月14日(星期五) 下午3:24

收件人：夏天<travisyt@qq.com>

杨婷

　　您好！，我准许您使用该量表《中文版临床护士知识共享行为量表》，祝您学业顺利。

陈阳广

2016年10月14日

——— 原始邮件 ———

发件人："夏天";<travisyt@qq.com>;

发送时间：2016年10月14日(星期五) 下午2:55

收件人："冰糖先生"<573381332@qq.com>;

主题：请求使用量表。

陈阳广老师：

　　您好！

　　我叫杨婷，是泰国清迈大学护理学院在读研究生，读研之前就职于云南省大理州人民医院。我给您写信的的目的是想获得您的允许并使用您翻译并测试过的中文版知识共享行为量表(KSBS)(2015)。

　　我的毕业论文是探索关于影响国内护士创新行为的因素，知识共享行为作为一个其中相关因素。由于您已经对该量表进行翻译并检测过，非常适合我的研究，所以特向您提出请求并使用您的量表。如果允许，希望您能给我发送一份该量表的电子文档。如果有其他要求，非常希望您能与我交流。

　　非常感谢！期待您的回信！

杨婷

APPENDIX K

Permission for Using Work Autonomy Scale

杨婷 **Mary** <carecatyt@gmail.com>　　　　　　　　　　　　　　　　　2016/8/24

发送至 jbreaugh

Dear Dr.James A. Breaugh,

It is Yang Ting, I am a the 2nd year master student studying in Faculty of Nursing, Chiang Mai University, Thailand and My major is Nursing Administration. Before studying here I worked in a tertiary hospital in China as a staff nurse.

I am writing this letter to you hope to get your permission of using your instrument "Work Autonomy Scale "(1985) in my future study.

This semester I am preparing proposal of my thesis for graduation. The purpose of my study is to explore the factors related to innovative work behavior among Chinese nurses, nurses' job autonomy as a predictor to predict innovative behavior. I planed to employ your instrument that is because it has a good validity based on your study and suitable for my study's requirements and Chinese nursing situations, moreover, the description of each item is very clearly for readers, and it was not used in Chinese Nursing area.

Would you please allowed me to use it in my study? if yes, could you possibly send a copy of the Scale and the original articles to me? For your original articles, I real cannot download and read in databases.

Look forward to your reply.

Thank you very much.

Yours sincerely

Yang Ting

Breaugh, James <jbreaugh@umsl.edu>　　　　　　　　　　　　　　　　2016/8/24

发送至 我

英文▾　　〉　中文▾　　翻译邮件　　　　　　　　　　　　　　　　　　　　对英文停用 X

You have my permission to use the scale. I do not have copies to send

Jim Breaugh
Dept. of Management
U. of Missouri-St. Louis
St. Louis, MO 63121
314-516-6287
jbreaugh@umsl.edu

APPENDIX L

Permission of Data Collection Letters

Dali Bai Autonomous Prefecture People's Hospital

Faculty of Nursing
Chiang Mai University

คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No. 6593(7)/493

Dear Mrs. Kaiqing Yang,
Dali Bai Autonomy Prefecture People's Hospital
The People's Republic of China

February 9 , 2017

Dear Mrs. Kaiqing Yang,

Regarding Mrs. Yang Ting, Code 581235808, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals, the People's Republic of China." has been approved. Assistant Professor Dr. Petsunee Thungjaroenkul and Assistant Professor Dr. Kulwadee Abhicharttibutra are her thesis advisors. She would like to collect data from nurses in Dali Bai Autonomy Prefecture People's Hospital for 20 cases in February 2017 by using demographic data form, Chinese Knowledge Sharing Behavior Scale, Work Autonomy Scale and Nurse Innovative Behavior Scale as her structural questionnaires. The result from this process will be used to test the quality of the instruments.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data for testing quality of the instruments in order to be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

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Dali Bai Autonomous Prefecture People,s Hospital

Faculty of Nursing
Chiang Mai University

คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No. 6593(7)/1140

Dear Mrs. Kaiqing Yang,
Director of Nursing Department
Dali Bai Autonomy Prefecture People's Hospital,
The People's Republic of China

February 16 , 2017

Dear Mrs. Kaiqing Yang,

Regarding Mrs. Yang Ting, Code 581235808, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals, the People's Republic of China." has been approved. Assistant Professor Dr. Petsunee Thungjaroenkul and Assistant Professor Dr. Kulwadee Abhicharttibutra are her thesis advisors. She would like to collect data from nurses in Dali Bai Autonomy Prefecture People's Hospital for 136 cases during February to March, 2017 by using demographic data form, Chinese Knowledge Sharing Behavior Scale, Work Autonomy Scale and Nurse Innovative Behavior Scale as her structural questionnaires. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to inform you regarding the data collection from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

Dehong Dai and Jingpo Autonomous Prefecture People's Hospital

Faculty of Nursing
Chiang Mai University

คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No. 6593(7)/894

Mrs. Yunfen Gu
Director of Nursing Department
Dehong Dai and Jingpo Autonomous Prefecture People's Hospital
The People's Republic of China

February 8 , 2017

Dear Mrs. Yunfen Gu,

Regarding Mrs. Yang Ting, Code 581235808, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals, the People's Republic of China." has been approved. Assistant Professor Dr. Petsunee Thungjaroenkul and Assistant Professor Dr. Kulwadee Abhicharttibutra are her thesis advisors. She would like to collect data from nurses in Dehong Dai and Jingpo Autonomous Prefecture People's Hospital for 108 cases during February to March, 2017 by using demographic data form, Chinese Knowledge Sharing Behavior Scale, Work Autonomy Scale and Nurse Innovative Behavior Scale as her structural questionnaires. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to inform you regarding the data collection from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

同意该项目研究

答云芬 2017. 3.6.

Chuxiong Yi Autonomous Prefecture People's Hospital

Ref.No. 6593(7)/896

Mrs. Guifen Kong
Director of Nursing Department
Chuxiong Yi Autonomous Prefecture People's Hospital
The People's Republic of China

February 8 , 2017

Dear Mrs. Guifen Kong,

Regarding Mrs. Yang Ting, Code 581235808, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals, the People's Republic of China." has been approved. Assistant Professor Dr. Petsunee Thungjaroenkul and Assistant Professor Dr. Kulwadee Abhicharttibutra are her thesis advisors. She would like to collect data from nurses in Chuxiong Yi Autonomous Prefecture People' s Hospital for 166 cases during February to March, 2017 by using demographic data form, Chinese Knowledge Sharing Behavior Scale, Work Autonomy Scale and Nurse Innovative Behavior Scale as her structural questionnaires. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to inform you regarding the data collection from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

同意. 孙桂芬 2017年3月2日

APPENDIX M

Information Sheet for Research Participants (English Version)

<div style="border: 1px solid black; padding: 10px;">

Information Sheet for Study Participants

Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals,

the People's Republic of China

Research Team: Yang Ting; Assistant Professor Dr. Petsunee Thungjaroenkul;

Assistant Professor Dr. Kulwadee Abhicharttibutra

Institute: Faculty of Nursing, Chiang Mai University, Thailand.

Research Funding: No any funding to support.

</div>

You are being invited to take part in this study because you are registered nurses who working in clinical departments of the autonomous prefecture hospital and providing direct nursing care to patients in Yunnan province. The 410 participants who have qualities and characteristics needed for this study will be selected from Dali Bai Autonomous Prefecture People's Hospital (136 nurses), Chuxiong Yi Autonomous Prefecture People's Hospital (166 nurses) and Dehong Jingpo and Dai Autonomous Prefecture People's Hospital (108 nurses).

Prior to making a decision whether to participate in this study, please take time on reading this information sheet to make sure that you understand what you will be asked to participate in this study. If you have any questions regarding this study, please ask the investigator or consult with someone who is a close relationship to you. Again, your decision making to participate this study is voluntary. (**Frame 1**). If you decide not to be in this study, your rights and benefits will not be affected. You will maintain the status quo, no affect for your work and life.

<div style="border: 1px solid black; padding: 10px;">

Frame 1 Participation of this study is voluntary

☐ You are **able to refuse** to participate in this study

</div>

☐ You are **able to withdraw** from this study at any time

Information related to this study

        In order to cope with the market changes of medical environment and reformation, especially in China, the implement of "High quality nursing care demonstration project" requires nurses to provide higher quality nursing care, as well as, specific regulations has been set up for guiding and encouraging nurses to involve innovation. Innovation is a trend among medical institutions. Nurse as the key member to take care of patients directly and innovate. Therefore, improving nurses' innovative behavior may increase the innovative ability of hospitals. However, there are many barriers to prevent nurses involving innovation. Thus, the study is valuable to be conducted.

        The objectives of this study are to examine the level of innovative behavior and to explore the factors related to innovative behavior of nurses in Autonomous Prefecture Hospitals, Yunnan Province, the People's Republic of China. The results of this study can support nursing administrators to develop effective strategies to improve nursing innovation. The study design shows in **Frame 2**.

Frame 2 Study design

    Descriptive correlational design will be used in this study.

        Duration of this study will be 1 year, including two months for collecting data from nurses in these three hospitals. If you agree to take part in this study, you will be asked to do by the investigator as the study plan (**Frame 3**).

Frame 3 Study plan

    When you understand the study information and agree to participant in this study, you will be asked to sign the consent form and to complete a questionnaire composed of four parts: Demographic Data Form (8 items), Nurse Innovative Behavior Scale (10 items), Chinese Knowledge Sharing Behavior Scale (19 items) and Work Autonomy Scale (9 items), totally 46 items and will take about 20 minutes to complete. We hope

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that you will be comfortable answering all questions openly and honestly in a relax environment. After completing questionnaire, please put it into envelop and seal it. The informed consent form should be folded in half and bound by stapler. Envelops and informed consent forms will be collected separately in a locked box which will be provided to each hospital for two weeks. The information sheet will be kept by yourself.

The investigator summarizes risks and benefits to study participants in **Frame 4**

Frame 4 Anticipated risks and benefits to study participants	
Risks and means to minimize or avoid risks	Benefits
Risks - May disturb subject's time to complete a questionnaire. - May not want others to know their answers. **Minimize or avoid risks** - The questionnaires will be left to subjects for two weeks in order to reduce the likelihood of disturbing subject's time, - Answers will be remained confidentially. After completion, allow the participants put the questionnaire into envelop and seal it. The informed consent form should be folded in half and bound by stapler. Envelops and informed consent forms will be collected separately in a locked box which will be provided to each hospital. All data will be kept in researcher's computer secretly. The original questionnaires will be kept by the researcher for 3	The study may no direct benefit to you, but the knowledge learned from this study will be utilized for further nursing research and hospital administrators.

years. The presentation of the study findings in any conference or publication will not use your name.	

The investigator summarizes the practical guideline or the care of various situations that may happen during the study in **Frame 5**

Frame 5 Situations may happen during the study	
Situations	Practical guideline
If you agree to withdraw during the study	You have the right to withdraw from the study at any time. If you decide to leave the study, please inform the investigator and your rights will not be affected in anyway as a nurse.
When have a new and significant information which are possible effects to your decision making	The researcher will inform you soon and you are able to decide whether to continue or discontinue participating in this study

Your information related to this study will be kept confidentially your information and questionnaires will be kept in the closed envelope until researcher analyze. All data will be kept in researcher's computer secretly. The original questionnaires will be kept by the researcher for 3 years. The presentation of the study findings in any conference or publication will not use your name. However, the Research Ethics Committee, the persons who have the authority to control the study, and the personnel from Thai FDA will be able to access your information to review information and research process. You have the legal right to access your personal information. If you wish to use this right, please let me know. There is no cost to you for taking part in the study and you will not receive payment for taking part in the study.

If you have any questions or side effects before or during participating in this study, you can contact the person in **Frame 6**

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Frame 6 Research contact person (S) for further information

1. Yang Ting, Faculty of Nursing, Chiang Mai University, Telephone number is 13508725595 or by email: 66826595@qq.com

2. Assistant Professor Dr. Petsunee Thungjaroenkul in Faculty of Nursing, Chiang Mai University, Thailand and email address is petsunee@gmail.com.

If you have any questions about your rights before or during participating in this study, please contact the Research Ethics Committee, Faculty of Nursing, Chiang Mai University. Tel. 66-53-936080 (Office hours) or Fax. 66-53-894170

Signature of primary investigator

………………..........

Consent Form (English version)

Volunteer Research Agreement Form	
I have already read the above information thoroughly and have been given an opportunity to have any questions about the research answered to my satisfaction. I agree to participate in this study by signing my signature in this form as an evidence of my decision making (However, this signature does not mean that I waive any right provided by law)	I certify that the study participant has been given an opportunity to have any questions and has been received answers clearly. The study participant voluntarily agrees to participate in this study.
_____ Name of study participant	_____ Name of a person who requests agreement from study participants (or the investigator)
_____ Signature of study participant	_____ Signature of a person who requests agreement from study participants (or the investigator)
_____ Day/Month/Year	_____ Day/Month/Year
_____ Signature of lawful representative	
_____ Day/Month/Year	

APPENDIX N

Information Sheet for Research Participants (Chinese Version)

研究参与知情告知书
研究课题：影响中国自治州医院护士创新行为的相关因素的研究
研究者: 杨婷; 助理教授Petsunee Thungjaroenkul博士; 助理教授Kulwadee Abhicharttibutra 博士
研究机构: 泰国清迈大学护理学院
研究基金: 无.

尊敬的研究参与者：

您好！我叫杨婷，现于泰国清迈大学护理学院护理管理专业攻读研究生，学号：581235808。目前我正在进行题为"影响中国自治州医院护士创新行为的相关因素的研究"的课题。由于您是在临床科室工作的注册护士，并直接为患者提供护理服务，符合该研究的要求，您被邀请参与该项问卷调查。研究者将从大理白族自治州人民医院抽取136名护士，楚雄彝族自治州人民医院抽取166名护士，德宏傣族景颇族自治州人民医院抽取108名护士作为研究对象。

在您决定是否参与该项研究之前，请您阅读此份参与者知情告知书，以确保您明白在该项研究中您将被问到的内容。如果您有关于此项研究的任何问题，请询问调查员或者咨询您信任的人。您决定参与此项研究是自愿的（见表一）。如果你决定不参与此项调查，该决定不会影响您的任何权利、利益、工作和生活。

表一：参与此项研究是自愿的
☐ 您能拒绝参与该项调查。
您能在任何时候退出该项调查。

该项研究的相关信息：

– 填写问卷会占用护士的时间。 – 某些护士可能不希望别人知道她的答案。 **降低风险的方法** - 研究者将于2周后收回问卷，以降低占用护士时间的可能性。 - 问卷的答案保证机密性。填写完成后，要求参与者将问卷置于备好的信封中并密封。知情同意书对折后用订书针固定。信封和知情同意书将分开投放于带锁的箱子中。所有的数据将被保存在研究者的电脑中。原始问卷将被保存3年。在任何情况下展示该研究结果均不会使用参与者的姓名。	研究的结果会提供证据并有助于护理管理者了解护士创新行为，知识共享行为和工作自主性的现状，然后采取有效措施促进护士的创新行为。另外，该研究结果也将为日后的研究提供有价值的数据支持。

参与该项研究可能发生的状况（见**表五**）。

表五 可能发生的状况	
情况	指导
如果您要退出该项研究	你有权在任何时候退出该项研究。如果您决定退出请告知调查员，您的任何权利和利益都不会受到影响。
当有新的或可能会影响您填写问卷的信息	调查员会尽快通知您，您可以决定是否继续参与该项研究

您的相关信息将被保密。参与者知情同意书和问卷密封保存至研究者进行数据分析。所有数据将被加密保存于研究者的电脑中。原始问卷将被研究者保存三年。在任何情况下，您的名字不会在该研究的结果中使用您的姓名。尽管如此，伦理委员会的委员有权力控制该项研究。你有权利查看您的个人信息。如果需要请您与研究者联系。参与该项研究没有任何形式的报酬。

为了应对医疗市场的改变和医疗改革，特别是实施"优质护理服务示范工程"以来，护士被要求提供高质量的护理服务。另外，很多医院设立了相应的制度以指导和鼓励护士参与创新。在医疗领域，创新是一个趋势。护士则是直接面对患者和参与创新的关键角色。因此，促进护士的创新行为能提高医院的创新能力。然而，在我国，有很多因素阻碍了护士参与创新。所以，该项研究是非常值得开展的。

该项研究的目的是检测中国自治州医院护士的创新行为处于怎样的水平，并探索哪些因素与护士的创新行为存在相关性。该项研究的结果有助于护理管理者采取有效的措施促进护理的创新。该项研究的方法见**表二**。

表二 研究方法 描述性相关性研究设计
该项研究将持续一年，其中包括两个月进行问卷调查。如果您同意参与此项研究，您将按照研究计划进行。 （见**表三**）

表三 研究计划
参与者将会收到一份问卷，一份参与者知情告知书，一份参与者知情同意书和一个信封。问卷包括四个部分：基本资料（8个题项），护士创新行为量表（10个题项），知识共享行为量表（19个题项）和工作自主性量表（9个题项），共计46个题项，大约需要花费您二十分钟的时间。希望您在轻松的环境中完成该份问卷的填写。完成后请把问卷置于信封中并密封。参与者知情同意书签名后请对折并用订书机固定。将装有问卷的信封和知情同意书投掷于研究者提供的带锁的收集箱中。知情告知书由参与者自行保存。

参与该项研究的风险和益处（见**表四**）。

表四 参与此项研究的风险和益处	
风险和降低风险的方法	益处
风险	-

如果您有关于该项研究的任何疑问，请联系以下研究者（见表六）。

表六 该研究联系人信息

1. 杨婷，泰国清迈大学护理学院，电话号码：13508725595 或邮箱地址：66826595@qq.com

2. 助理教授Petsunee Thungjaroenkul博士，泰国清迈大学护理学院，邮箱地址：petsunee@gmail.com.

您也可以联系清迈大学护理学院伦理委员会。电话：66-53-936080 (工作时间)或传真66-53-894170.

非常感谢您参与此项研究。

主要调查员签名

_____

Consent Form (Chinese version)

研究参与者知情同意书	
我已认真阅读了该研究的相关信息，并明白我有机会向研究者提出任何疑问。我同意参与该项研究并签署此份知情同意书作为依据。（但是，这并不意味着我放弃法律给予我的权力 参与者姓名： _____ 参与者签名： _____ 日期: _____ （或）合法代表人签名： _____ 日期: _____	我保证该项研究的参与者有机会提出任何疑问并能得到详尽解释。该研究参与者自愿并同意参与此项研究。 研究者姓名： _____ _____ 研究者签名： _____ _____ 日期： _____ _____

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APPENDIX O

List of experts for Back-translation of Work Autonomy Scale,

Information Sheet and Consent Form

1. Professor: Mr. Limin Shi in Faculty of Foreign Languages,

                                   Dali University, Yunnan, the People's Republic of China

2. University Lecturer: Ms. Qingjun Wang in Faculty of Nursing Jiujiang College,

                                   Jiangxi, the People's Republic of China

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APPENDIX P

Invitation Letters for Back-Translation

Faculty of Nursing
Chiang Mai University

Ref.No. 6593 (7)/998

Mrs. Qingjun Wang
Jiujiang University
The People's Republic of China

February 9 , 2017

Dear Mrs. Qingjun Wang

Regarding Mrs. Yang Ting, Code 581235808, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals, the People's Republic of China." has been approved. Assistant Professor Dr. Petsunee Thungjaroenkul and Assistant Professor Dr. Kulwadee Abhicharttibutra are her thesis advisors. She would like to invite you to be the expert to translate the Chinese version of Work Autonomy Scale, information sheet for participant and volunteer agreement back into English version.

The Faculty of Nursing, Chiang Mai University would like to invite you to be the expert to translate the Chinese version of Work Autonomy Scale, information sheet for participant and volunteer agreement back into English version in order to be beneficial for the student's research.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

王庆军

2017年2月10日

Ref.No. 6593(7)/897

Mr. Limin Shi
Dali University
The People's Republic of China

February 9 , 2017

คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Dear Mr. Limin Shi

Regarding Mrs. Yang Ting, Code 581235808, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Factors Related to Innovative Behavior of Nurses in Autonomous Hospitals, the People's Republic of China." has been approved. Assistant Professor Dr. Petsunee Thungjaroenkul and Assistant Professor Dr. Kulwadee Abhicharttibutra are her thesis advisors. She would like to invite you to be the expert to compare the equivalent of English version original scale, information sheet for participant and volunteer agreement with back-translated English versions.

The Faculty of Nursing, Chiang Mai University would like to invite you as the expert to compare the equivalent of English version original scale, information sheet for participant and volunteer agreement with back-translated English versions in order to be beneficial for the student's research.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

I'm glad to take this responsibility to support Mrs. Yang Ting.
Dr. Limin Shi
Feb. 19, 2017.

Address
110 Inthavaroros Road, Sriphum, Muang, Chiang Mai, 50200, Thailand
110 ถนนอินทวาโรรส ตำบลศรีภูมิ อำเภอเมือง จังหวัดเชียงใหม่ 50200

Telephone
+66 53 945 012

Fax
+66 53 217 145

Website
www.nurse.cmu.ac.th

CURRICULUM VITAE

Name   Mrs. Yang Ting

Date of Birth   April 24, 1986

Educational Background

2004 – 2008   Bachelor Degree in Nursing Science

Dali University, Yunnan Province,

the People's Republic of China

Professional Experiences

2008 to Present   Staff Nurse

Internal Medicine-Neurology Department,

Dali Bai Autonomous Prefecture People's Hospital,

Yunnan Province, the People's Republic of China

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