



| 13. How much do you agree or disagree with the following?  | Strongly Disagree     | Disagree              | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| a. This nursing home does all it can to keep good employees from leaving.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. This nursing home recognizes and rewards good employees.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Someone on the administrative staff in this nursing home tries to keep good employees from leaving. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. My supervisor recognizes my efforts on a regular basis.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Finally, for statistical purposes only, we would like to ask you some general questions about yourself.

|   |
|---|
| 14. What is your date of birth?<br>Month: <input type="text"/> <input type="text"/> Day: <input type="text"/> <input type="text"/> Year: <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> <input type="text"/>  |
| 15. What is your racial background?<br><input type="radio"/> White <input type="radio"/> Black <input type="radio"/> Hispanic <input type="radio"/> Asian / Pacific Islander<br><input type="radio"/> Native American <input type="radio"/> Other, please specify: _____  |
| 16. What is the highest grade or year you finished in school?<br><input type="radio"/> 8th grade or less <input type="radio"/> Some high school <input type="radio"/> High school diploma<br><input type="radio"/> Post high school other than college <input type="radio"/> Some college <input type="radio"/> College degree<br><input type="radio"/> Post-graduate |
| 17. Are you:<br><input type="radio"/> Male <input type="radio"/> Female   |

**Thank you for your assistance!**



## Retention Specialist Program (RSP)

conducted by the **Cornell Gerontology Research Institute**  
Cornell University, Ithaca, NY

Dear Participant:

Thank you for agreeing to complete this questionnaire. Your opinions are very important for our research on employee retention in nursing homes. This questionnaire includes questions about you and your job at the nursing home.

You can be assured that this information will be kept completely confidential. No one from the nursing home will ever see your individual responses. In addition, your responses will in no way be used to identify you. Only the researchers from Cornell will have access to your responses, and they will be kept in a locked file. Even if you do not feel that any of the answer choices are exactly right for you, please choose the one that most closely reflects how you feel.

Please use blue or black ink when completing this survey and make sure that you fill in each circle completely.



When you have completed the questionnaire, please hand it to the research associate who is collecting the questionnaires at your facility today.

Please enter the last 4-digits of your Social Security Number ->



1. What is your job title?  
 Nursing Assistant / CNA  
 Some other position, please specify: \_\_\_\_\_

2. How long have you worked in the nursing home where you are employed?  
  Years      Months

3. What is the total length of time you have worked in nursing homes, including the time you have worked at your current job?  
  Years      Months

4. Do you work full-time or part-time?  
 Full-time     Part-time

5. Which shift do you work on most often?  
 Day (7AM - 3PM)     Evening (3PM - 11PM)     Night (11PM - 7AM)  
 Other, please specify: \_\_\_\_\_

6. Thinking about the next 12 months, how likely do you think it is that you will decide to quit your job?  
 Very likely     Fairly likely     Not too likely     Not at all likely

7. How frequently in the past year have you thought seriously of quitting your job?  
 Very often     Sometimes     Seldom     Never

8. How stressful would you say your job is these days?  
 Very stressful     Somewhat stressful     Only a little stressful     Not too stressful at all

9. Overall, how satisfied are you with your job?  
 Very satisfied     Somewhat satisfied     Somewhat dissatisfied     Very dissatisfied

10. Would you recommend this nursing home to a friend as a place to work?  
 No     Yes

11. Below are some statements about how people feel about the job. Please indicate whether you *Strongly Disagree, Disagree, Agree or Strongly Agree* with the following statements.

|   | Strongly Disagree     | Disagree              | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| a. I receive recognition for a job well done.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I feel close to the people at work.                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I feel good about working for this nursing home.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I feel secure about my job.                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. I believe management is concerned about me.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. On the whole, I believe work is good for my physical health. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. My wages are good.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. All my talents and skills are used at work.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. I get along with my supervisors.                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. I feel good about my job.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. I have opportunities to advance in this job.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. I often feel burned out by my work.                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. The in-service training I receive helps me do a good job.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

12. On a scale of 0 to 10, with 10 being the highest score, and zero being the lowest score, how would you rate...

|   | lowest                | 0                     | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9                     | highest               |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. The overall quality of care in the nursing home where you work now?                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The overall quality of staff education and training provided at this nursing home? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. The overall quality of the job your administration is doing?                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. The overall quality of efforts to retain good employees in this nursing home?      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |