

Benjamin Rose Nurse Assistant Job Satisfaction Scale

Description	The Benjamin Rose Nurse Assistant Job Satisfaction Scale is an 18-item scale that measures job satisfaction which was developed for use in surveys of state-tested nursing assistants working in nursing homes. It was developed by researchers at the Margaret Blenkner Research Institute. The Benjamin Rose Nurse Assistant Job Satisfaction Scale has been used with 338 nursing assistants for more than ten years and its psychometric properties established.
Measure	<u>Subscales</u> (1) Communication and recognition (2) Amount of time to do work (3) Available resources (4) Teamwork (5) Management practices
Administration	<u>Survey Administration</u> (1) Interview (2) 5 minutes or less (3) 18 questions (4) 4-point Likert scale (0=very dissatisfied to 3=very satisfied) <u>Readability</u> Flesch-Kincaid: 4.3
Scoring	(1) Simple calculations (2) <u>Total scale score:</u> Sum of 18 items (Range 0-54) (3) Higher scores indicate higher job satisfaction
Availability	Permission has been granted for the use of this scale. Benjamin Rose's Margaret Blenkner Research Institute must be acknowledged in all publications and other documents.
Reliability	Internal consistency of scale if .92
Validity	Construct Validity: • Lower levels of job satisfaction are related to on the job stress, such as having a low numbers of other nursing assistants that they consider friends ($r = .16, p = .005$), and having a low number of residents that they consider friends ($r = .218, p = .000$). • Higher levels of job satisfaction are significantly correlated with non-job related stress, such as having fewer financial worries ($r = -.386, p = .000$), and having lower depression scores ($r = -.365, p = .000$).
Contact Information	Margaret Blenkner Research Institute Phone: 216-373-1604 Email: klutian@benrose.org

The Benjamin Rose Nurse Assistant Job Satisfaction Scale in Kiefer, K, Harris-Kojetin, L. Brannon, D , Barry, T., Vasey, J.& Lepore,J (2005)Measuring LONG-TERM CARE WORK:A Guide to Selected Instruments to Examine Direct Care Worker Experiences and Outcomes. US Department of Health & Human Services, Office of the Assistant Secretary for Planning & Evaluation, US Department of Labor, Office of the Assistant Secretary for Policy, Appendix 3, page 60S

Survey Items

Key to Which Questions Fall into Which Subscales

- CR = Communication and recognition subscale (5 items)
- TO = Amount of time/organization subscale (2 items)
- R = Resources subscale (2 items)
- T = Teamwork subscales (2 items)
- MP = Management practice and policy subscale (7 items)

THE NEXT STATEMENTS ARE ABOUT DIFFERENT ASPECTS OF YOUR JOB. AFTER I READ EACH STATEMENT, PLEASE TELL ME HOW SATISFIED YOU ARE WITH:

			Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
MP	1.	The working conditions here?	3	2	1	0
T	2.	The way nurse assistants here pitch in and help one another?	3	2	1	0
CR	3.	The recognition you get for your work?	3	2	1	0
MP	4.	The amount of responsibility you have?	3	2	1	0
MP	5.	Your rate of pay?	3	2	1	0
MP	6.	The way this nursing home is managed?	3	2	1	0
CR	7.	The attention paid to suggestions you make?	3	2	1	0
MP	8.	The amount of variety in your job?	3	2	1	0
MP	9.	Your job security?	3	2	1	0
MP	10.	Your fringe benefits?	3	2	1	0
TO	11.	The amount of time you have to get your job done?	3	2	1	0
T	12.	The teamwork between nurse assistants and other staff?	3	2	1	0
CR	13.	The attention paid to your observations or opinions?	3	2	1	0
R	14.	The information you get to do your job?	3	2	1	0
R	15.	The supplies you use on the job?	3	2	1	0
TO	16.	The pace or speed at which you have to work?	3	2	1	0
CR	17.	The way employee complaints are handled?	3	2	1	0
CR	18.	The feedback you get about how well you do your job?	3	2	1	0

The Benjamin Rose Nurse Assistant Job Satisfaction Scale in Kiefer, K, Harris-Kojetin, L. Brannon, D , Barry, T., Vasey, J.& Lepore,J (2005)Measuring LONG-TERM CARE WORK:A Guide to Selected Instruments to Examine Direct Care Worker Experiences and Outcomes. US Department of Health & Human Services, Office of the Assistant Secretary for Planning & Evaluation, US Department of Labor, Office of the Assistant Secretary for Policy, Appendix 3, page 60