

APPENDIX A

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

Division of the Deputy Registrar (Research)

HUMAN RESEARCH ETHICS COMMITTEE (MEDICAL)
R14/49 Selebi

CLEARANCE CERTIFICATE

PROTOCOL NUMBER M040910

PROJECT

Nurses Feelings Regarding Their
Satisfaction with their Working Environment
in a Hospital

INVESTIGATORS

Mr OC Selebi

DEPARTMENT

School of Therapeutic Sciences

DATE CONSIDERED

04.10.01

DECISION OF THE COMMITTEE*

Approved unconditionally

Unless otherwise specified this ethical clearance is valid for 5 years and may be renewed upon application.

DATE 04.11.29

CHAIRPERSON


(Professor PE Cleaton-Jones)

*Guidelines for written 'informed consent' attached where applicable

cc: Supervisor : Dr A Minnaar

DECLARATION OF INVESTIGATOR(S)

To be completed in duplicate and **ONE COPY** returned to the Secretary at Room 10005, 10th Floor, Senate House, University.

I/We fully understand the conditions under which I am/we are authorized to carry out the abovementioned research and I/we guarantee to ensure compliance with these conditions. Should any departure to be contemplated from the research procedure as approved I/we undertake to resubmit the protocol to the Committee. I agree to a completion of a yearly progress report.


PLEASE QUOTE THE PROTOCOL NUMBER IN ALL ENQUIRIES



APPENDIX B

Faculty of Health Sciences
UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

7 York Road PARKTOWN Johannesburg 2193 Telegrams WITSMED Telex 4-24655.SA
FAX 643-4318 TELEPHONE 717-2075/2076
E-MAIL healthpg@health.wits.ac.za

MR OC SELEBI
PO BOX 1026
PROTEA GLEN
1819

APPLICATION NUMBER 9802242A
STATUS (DEG 61) (MM033) PZZ

2004-11-11

Dear Mr Selebi

Approval of protocol entitled Nurses satisfaction about their working environment in a hospital

I should like to advise you that the protocol and title that you have submitted for the degree of Master Of Science In Nursing (Full-Time) (Coursework) have been approved by the Postgraduate Committee at its recent meeting. Please remember that any amendment to this title has to be endorsed by your Head of Department and formally approved by the Postgraduate Committee.

Dr A Minnaar has/have been appointed as your supervisor/s. Please maintain regular contact with your supervisor who must be kept advised of your progress.

Please note that approval by the Postgraduate Committee is always given subject to permission from the relevant Ethics Committee, and a copy of your clearance certificate should be lodged with the Faculty Office as soon as possible, if this has not already been done.

Yours sincerely

S Benn (Mrs)
Faculty Registrar
Faculty of Health Sciences

Telephone 717-2075/2076

Copies - Head of Department ____ Supervisor/s

APPENDIX C

Recommendation:

At this point we have no objection to recommended that the study be conducted in the Province at Leratong hospital. We also recommend that the researcher brings the outcome of this study to the plenary discussion at the Prakash Vaklabh Annual Research Conference in September 2005 or 2006.

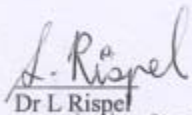
Evaluator: Dr M L Likibi



Research and Epidemiology unit.
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Approved /not approved/ approved as amended.

HOD



Dr L Rispel
15/3/2005
Cc: Ms Thadi Chaane
Ms S. Dumela
Dr M Ahern
Dr A Rahman
Research data base

INFORMATION SHEET

Dear prospective Respondent/Participant

My name is Ogorogile Clement Selebi, a student enrolled for a Masters of sciences in nursing management at Witwatersrand Medical School.

I'm undertaking a research in "Nurses perception on their working environment in the West rand regional hospital in Gauteng province."

The objectives of the study are to:

- 1) Describe nurses (Professional, Enrolled and Auxiliary) feelings about their working environment.
- 2) Compare the feelings of the different categories of nurses (Professional, Enrolled and Auxiliary) about their working environment.
- 3) Identify the reasons for nurses in this specific hospital to stay.
- 4) Make recommendations in the retention strategies for the future.

Your participation in the study is requested.

You are under no obligation to participate in the study.

Your participation in the study is *wholly voluntary*.

If you choose to participate in the study your name and/or particulars will not be used either during the study or reporting. Characteristics that may identify you or your environment will not be used. Codes will be instead of names will be used.

Your responses will remain confidential.

No third party will have access to your responses and/or contributions except my research supervisor and the research committee at WITS.

You have the right to withdraw your participation in the study at anytime during the study.

Your withdrawal from the study will not prejudice your future interaction with the researcher in any way whatsoever.

If you have a question or anything to discuss about the research before, during and after the research I can be reached at the following telephone numbers:

(011) 411-3638 (B), (011) 987-1171 (H), 084581 1090 (Cell) and E-mail:

oselebi@yahoo.com.

Your participation will be highly appreciated.

Thanking you for your decision.

Yours truly,

Research Project Title: Nurses' satisfaction with their working environment in a hospital.

Background information:

The nursing profession in South Africa has been experiencing a loss of skilled and experienced nurses. Some nurses have changed profession or moved abroad for greener pastures. This exodus of nurses has also affected Leratong regional hospital. The hospital has also failed to retain skilled and experienced nurses. The staff turnover in Leratong hospital is due to the working environment, the working conditions, and individual needs, among other reasons. This condition has contributed to the decreased quality of nursing services and absenteeism and increased litigation against the hospital and the Gauteng Department of Health. The aim of the study is to investigate nurses' perceptions about their working environment and condition, and to elucidate their intention to stay in this hospital.

Research method:

Research Objectives:

- 1) **The primary objective is to describe nurses' (Professional and Sub-professional) satisfaction about their working environment.**
- 2) The secondary objectives are to:
 - Compare the satisfaction of different categories of nurses.
 - Identify the reasons for nurses in this specific hospital to stay.
 - Make recommendations about future strategies for retention.

Data collection:

Data will be collected by the use of Minnesota Satisfaction Questionnaire (Weiss, Dawis, England and Lofquist, 1967). The questionnaire has been adapted to suit the participants.

The Questionnaire is divided into three sections,

- Section A: Biographical Data.
- Section B: 20 items with a 5- point Likert scale ranging from “Very satisfied” to “Very dissatisfied”
- Section C: 4 open-ended and 2 closed questions.

The Minnesota General Satisfaction Questionnaire consists of two (2) sub-scales for measuring Intrinsic and Extrinsic factors.

The questionnaire was extracted from *A Compendium of Measuring Scales and their Use* by Cook, Hepworth, Wall and Warr, 1981:23.

Sampling

You have been selected randomly from the employees of Leratong hospital to participate in this study. Permission of the hospital management has been sought by the researcher to distribute questionnaires to staff members.

Instructions

After completing the questionnaire kindly post in the white box marked as “SELEBI’S FORMS/QUESTIONNAIRES ONLY” in the hospital foyer (Enquiry).

CODE			
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GENERAL SATISFACTION QUESTIONNAIRE

Dear colleague thank you very much for agreeing to participate in this study.

General directions: Kindly, respond to each section according to your experiences. There is no right or wrong answers. Please answer each question on satisfaction in relation with this hospital only. Do not discuss the questions with your colleagues. Please place a check/tick(X) in the appropriate space/s as requested in each instance. The questionnaire will take approximately 10 minutes of your time.

SECTION A: PERSONAL HISTORY

1. GENDER:

Female	
Male	

2. AGE:

HOW OLD WERE YOU ON YOUR LAST BIRTHDAY?	
20-29 years	
30-39 years	
40-49 years	
50-59 years	
60 years and above	

3. POSITION:

WHAT IS YOUR CURRENT RANK/POSITION?	
Auxiliary nurse	
Enrolled nurse	
Professional nurse Clinical	

SECTION B

Please check/tick (X) in the appropriate response that closely resembles what you experience in your job.

RATING SCALE:

0	VERY DISSATISFIED
1	DISSATISFIED
2	CAN'T DECIDE/ UNCERTAIN
3	SATISFIED
4	VERY SATISFIED

In your present job, how do you feel about the following?

	1	2	3	4	5
STATEMENTS	Very Dissatisfied	Dissatisfied	Can't Decide/Neutral	Satisfied	Very Satisfied
4) Being able to be meaningfully occupied with your work at all times.					
5) The opportunity to work independently in your work.					
6) The opportunity to practice different things from time to time.					
7) The opportunity to be seen as contributing positively to the society living in your community.					
8) The way your supervisor handles his/her subordinates.					
9) The ability of your supervisor in making/taking decisions.					
10) Doing things that go against your conscience.					
11) The way your employment is guaranteed.					
12) The way in which you are taking care of other people.					
13) The opportunity to delegate to other people.					
14) The opportunity to apply your knowledge and skills.					
15) The way that the "Department of health" policies are put into practice.					
16) Your salary compared to the amount of work you do.					
17) The opportunity for promotion and advancement in your work.					
18) The freedom to use your own judgement in the workplace.					
19) The opportunity to be innovative and creative in your work.					
20) The working conditions in your workplace.					
21) The way your co-workers get along with each other.					
22) The compliments and/or acknowledgement you get for doing a good job.					
23) The feeling of accomplishment you get from your work.					

SECTION C

24)

Would you still be working in this hospital in the next 12 months?	
YES	
UNCERTAIN	
NO	

25) If your response above is Yes/No, would you kindly give reasons for your decision, if it's Uncertain, kindly proceed to question 26.

26) In your own words, can you state what motivated you the most in your job during the past 12 months?

27) Is there anything that can be changed or improved in your job?

YES	
UNCERTAIN	
NO	

28) If yes, then how best can your job be improved, that is to be far better than it is today?

Thank you, very much for completing this questionnaire. Please post it in the box placed opposite Foyer/ Hospital enquiry.

Name: O.C SELEBI

Signature:

The Questionnaire was adapted from Minnesota Satisfaction Questionnaire by Weiss, Dawis, England and Lofquist, 1967.