

**EXPLORING THE NEEDS OF NURSES:**  
**A STUDY OF ISSUES AND SOLUTIONS**

*Submitted to Kannur University*

*In the partial fulfillment for the award of the degree of*

**BACHELOR OF SCIENCE**

**IN**

**STATISTICS**

**Submitted by**

**Name:** .....

**Register number:** .....



**DEPARTMENT OF STATISTICS**

**SIR SYED COLLEGE, TALIPARAMBA**

**2020-23**

## CERTIFICATE

This is to certify that Mr/Ms....., Register No....., Department of Statistics, Sir Syed College Taliparamba has done the project entitled “Exploring the needs of Nurses: A Study of Issues and Solutions ” submitted to Kannur University for the partial fulfillment for the award of Degree of Bachelor of Science in statistics during the Academic year 2022-23.

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Above all, I owe my gratitude to the almighty for showering abundant blessing upon me and I express my gratitude to my beloved parents and friends.

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## **INTRODUCTION**

Nursing is a vital profession that plays a critical role in ensuring the health and well-being of individuals and communities. Nurses are responsible for providing a wide range of clinical and non-clinical services, from administering medications and performing procedures to providing emotional support and educating patients and families. Despite the importance of their work, nurses often face numerous challenges and issues that can impact their job satisfaction, performance, and overall well-being.

To better understand the needs of nurses in Kannur and identify potential solutions to address their concerns, this study aims to explore the various issues and challenges that nurses encounter in their daily work. The study will utilize a mixed-methods approach, incorporating both quantitative and qualitative data collection methods to gather insights from nurses across various healthcare settings in Kannur.

Through this study, we hope to shed light on the key issues and concerns facing nurses in Kannur and propose practical solutions to improve their working conditions, job satisfaction, and overall effectiveness in providing high-quality care to patients. Ultimately, this study aims to support the development of policies and practices that promote the well-being and success of nurses in Kannur, as well as enhance the quality of care delivered to patients in the region.

## AIMS AND OBJECTIVES

### **Aim:**

To explore the needs of nurses in their workplace and identify the issues they face while carrying out their duties.

### **Objectives:**

The following points are mainly addressed in this study:

- To examine the sex distribution of nurses.
- To examine the educational qualification of nurses.
- To examine the age distribution of nurses.
- To examine the salary distribution of nurses.
- To determine whether majority of the nurses are interested in working overseas.
- To find out whether there is significant difference among the public and private sectors in terms of salary distribution.
- To analyze the unit in which majority of nurses are working.
- To examine the common issues faced by nurses and to provide solutions to improve their working conditions
- To examine the relationship between workload and stress.
- To examine the relationship between number of nurses and stress.
- To examine the relationship between number of nurses and workload.
- To examine the relationship between patient's attitude and stress.
- To examine the relationship between interest in abroad opportunities and salary.
- To examine the relationship between stress and age.
- To examine the relationship between long working hours and its effect on mental health.

- To analyze the relation between length of service and salary
- To analyze the relation between sleeping hours and stress rate
- To check the dependency of stress on nurse patient ratio, work overload and issues with patient's attitude.

## **MATERIALS AND METHODS**

### **Data and Methodology:**

For the study, we have relied on the data obtained from nurses in Kannur district. There are 108 hospitals in Kannur district, we have selected 10 hospitals for our study and enumerated 255 nurses in these 10 hospitals.

### **Study Period:**

Actual survey was started on November 2022 and completed on April 2023.

### **Schedule:**

The schedule covered needs, issues and solutions of nurses in Kannur district. Information on health condition, education, salary, etc. were also taken.

(Schedule is appended)



## DATA EXPLORATION

For the data analysis, we used the following options in SPSS and R

### 1. Univariate analysis

#### ➤ **Descriptive statistics:**

Descriptive statistics are used to describe the basic features of data in a study. They include the Measures of Central tendency (Mean, Median, & Mode), The measures of Dispersion (Standard deviation, Standard Error & Variance), The Measures of Skewness and Kurtosis etc.

#### SPSS COMMAND:

Analyze → Descriptive Statistics → Descriptive → Send variable to their corresponding dialogue box → OK

#### ➤ **Pie diagram:**

A circle is constructed and then is sliced up into distinct sectors, one for each different data values. The area of each sector is meant to represent the relative frequency of the values.

#### R COMMAND:

pie()

#### ➤ **Bar Diagram:**

Bar chart are popular type of graph used to display a frequency distribution for nominal or ordinal data. In a bar chart the various categories in which the observations fall are represented along a horizontal axis. A vertical bar is drawn above each category within that class. A bar should be equal width and separated from one another so as not to imply continuity.

#### R COMMAND:

barplot()

SPSS COMMAND:

Graphs → Legacy dialogues → Bar → Send the variable to their corresponding dialogue box → OK

➤ **Histogram:**

Histogram differ from a bar graph. In a histogram no spaces are allowed between the bars unless categories with zero frequency occur. Eliminating the spaces between bars in a histogram makes a graph convey a feeling of continuity that reflect the ordinal nature of the variable.

R COMMAND:

```
hist()
```

## **2. Bivariate analysis**

➤ **Cross tabulation and chi-square test:**

The cross tabulation approach is especially used when the data are in the nominal form. Cross tabs generate contingency from nominal or ordinal data under which we classify each variable in these categories. Chi-square yields the linear-by-linear association test.

R COMMAND:

```
chisq.test()
```

## **3. Box Plot**

A boxplot is a standardized way of displaying the distribution of data based on a five number summary (“minimum”, first quartile [Q1], median, third quartile [Q3] and “maximum”). It can tell you about your outliers and what their values are.

R COMMAND:

```
Boxplot ()
```

#### **4. Scatter Plot**

A scatter plot is a graphical representation of the relationship between two numerical variables. It consists of a set of points that are plotted on a two-dimensional coordinate system, where one variable is represented on the x-axis and the other variable is represented on the y-axis.

R COMMAND:

```
plot()
```

#### **5. chi-squared Test**

The chi-squared test is a statistical test used to determine whether there is a significant association between two categorical variables. It is used to test the null hypothesis that there is no association between the variables.

R command:

```
chisq.test()
```

#### **6. Correlation**

Correlation refers to a statistical measure that shows the strength and direction of the relationship between two variables. It is commonly used in research to determine whether and how two variables are related to each other.

R COMMAND:

```
cor()
```

## 7. Binary logistic regression

Binary logistic regression is a statistical method used to model the relationship between a binary dependent variable (also known as the outcome or response variable) and one or more independent variables (also known as predictor variables or covariates). The dependent variable can only have two possible outcomes, typically coded as 0 or 1.

The logistic regression equation can be expressed as follows:

$$\text{logit}(p) = \beta_0 + \beta_1X_1 + \beta_2X_2 + \dots + \beta_kX_k$$

SPSS COMMAND:

Analyse → Regression → Binary logistic → send their variable to their corresponding dialogue box → ok

## 8. Regression fitting

Regression fitting refers to the process of finding the best-fitting line or curve that describes the relationship between two or more variables. The objective is to find a mathematical equation that can predict the value of one variable (dependent variable) based on the values of one or more other variables (independent variables).

R COMMAND:

lm()

lm stands for linear model

## 9. t test

A t test is a statistical test that is used to compare means of two groups. It is often used in hypothesis testing to determine whether a process or treatment actually has effect on the population of interest, or whether two groups are from one another.

R COMMAND:

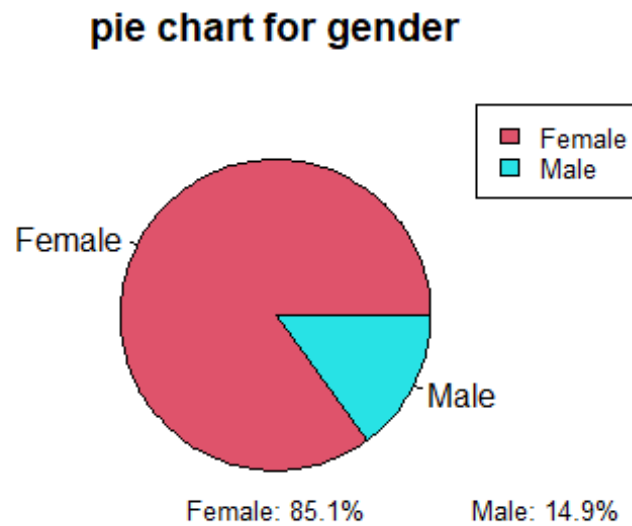
t.test()

## ANALYSIS OF DATA

### 1.GENDER

#### Pie chart:

```
pie(freqgender,main="pie chart for gender",col=c(10,5))
```



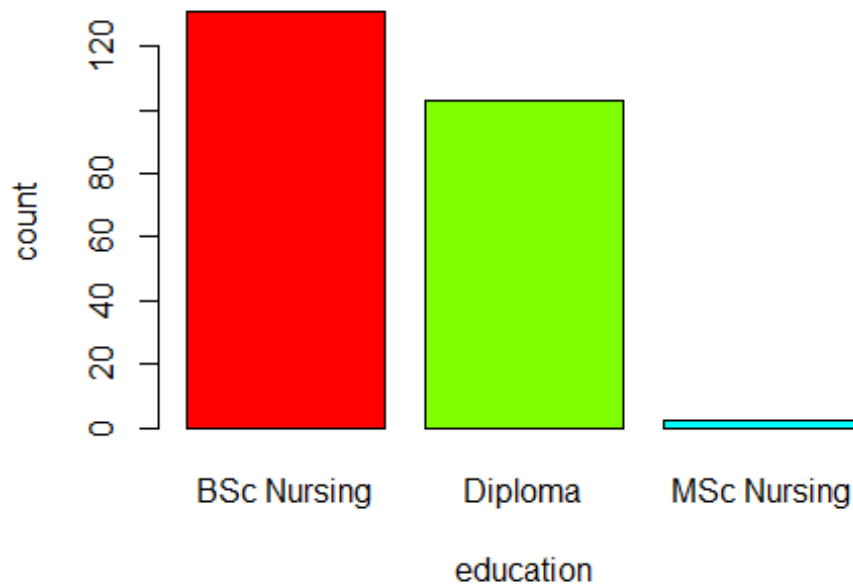
#### CONCLUSION:

Out of 255 nurses,

- 85.1% are female
- 14.9% are male

## 2. EDUCATIONAL QUALIFICATION (BARPLOT)

```
barplot(table(Book4$`Educational Status`),main="Educational Qualification",xlab="education",ylab="count",col=rainbow(4))
```

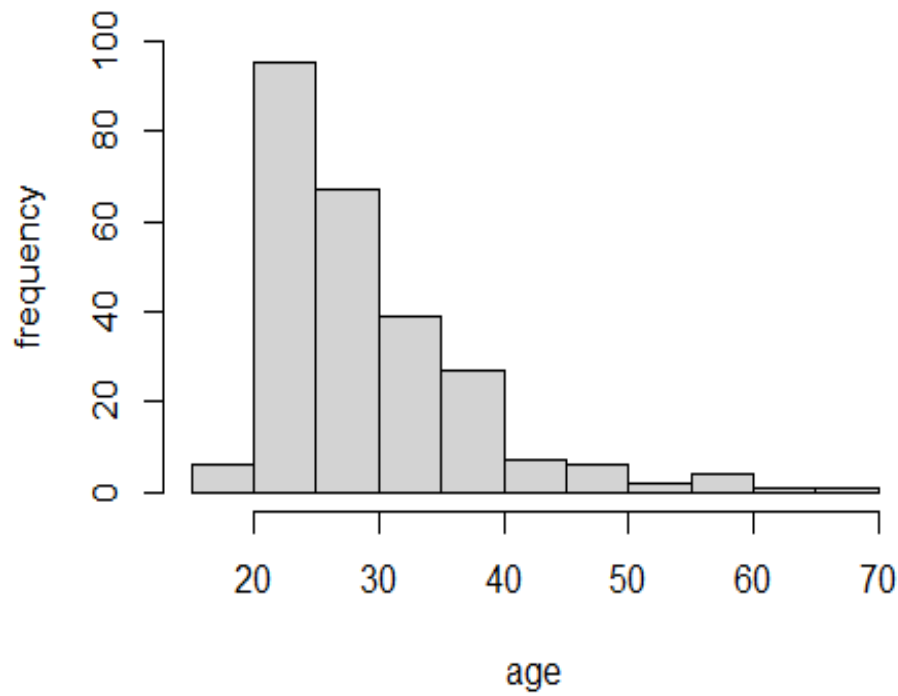


### CONCLUSION:

- 55.51% - BSc Nursing
- 43.64% - Diploma
- 0.85% - MSc Nursing

### 3. AGE DISTRIBUTION (HISTOGRAM)

```
hist(Book2$Age,main="Age Distribution of Nurses",xlab="age",ylab="frequency",ylim=c(0,100))
```



#### CONCLUSION:

Most of the nurses are of the age group 20-30.

#### **4.Descriptive Statistics**

		Age	Service(in years)	Working hours	Nurse-patient ratio	Salary(monthly)	Sleeping hours
N	Valid	255	255	255	255	255	236
	Missing	0	0	0	0	0	19
Mean		29.58	6.2580	7.52	1:06:47.29	21935.29	6.083
Median		27.00	3.0000	8.00	1:06:00.00	23000.00	6.000
Std. Deviation		8.225	7.33013	1.531	0:07:48.74448	6514.273	1.4537
Variance		67.645	53.731	2.345	219721.390	42435757.295	2.113
Minimum		18	.10	3	1:01:00.00	8000	1.0
Maximum		70	45.00	16	2:40:00.00	56000	9.0

#### **CONCLUSION:**

From the data,we get the mean age of nurses 30

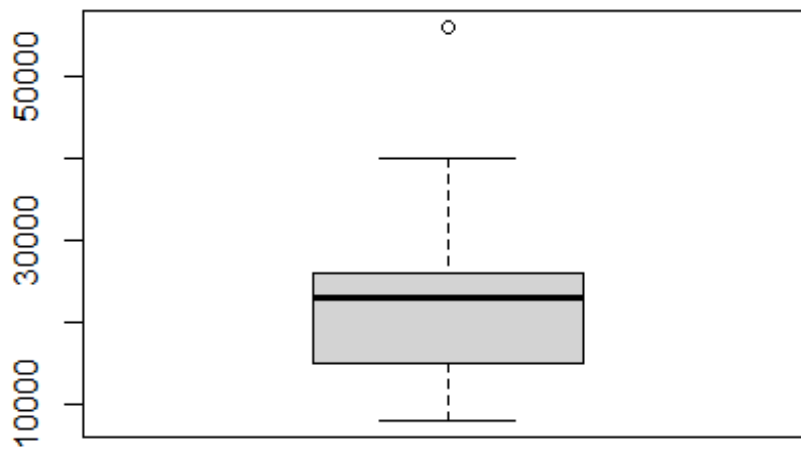
Their average monthly income 21935

Average length of service 6 years



## 5. SALARY (BOXPLOT)

```
boxplot(Boo2$`Salary(monthly)`)
```



### CONCLUSION:

Positively skewed.

## **6. INTEREST IN ABROAD OPPORTUNITIES**

**To determine whether Majority of the nurses are interested in working overseas**

H<sub>0</sub>: p=0.5 vs H<sub>1</sub>: p ≠0.5

**R Code:**prop.test(198,256,0.5)

**sample proportions test with continuity correction**

$\chi^2 = 75.473$ , df = 1, p-value < 2.2e-16

**95 percent confidence interval:**

(0.7162610, 0.8222244)

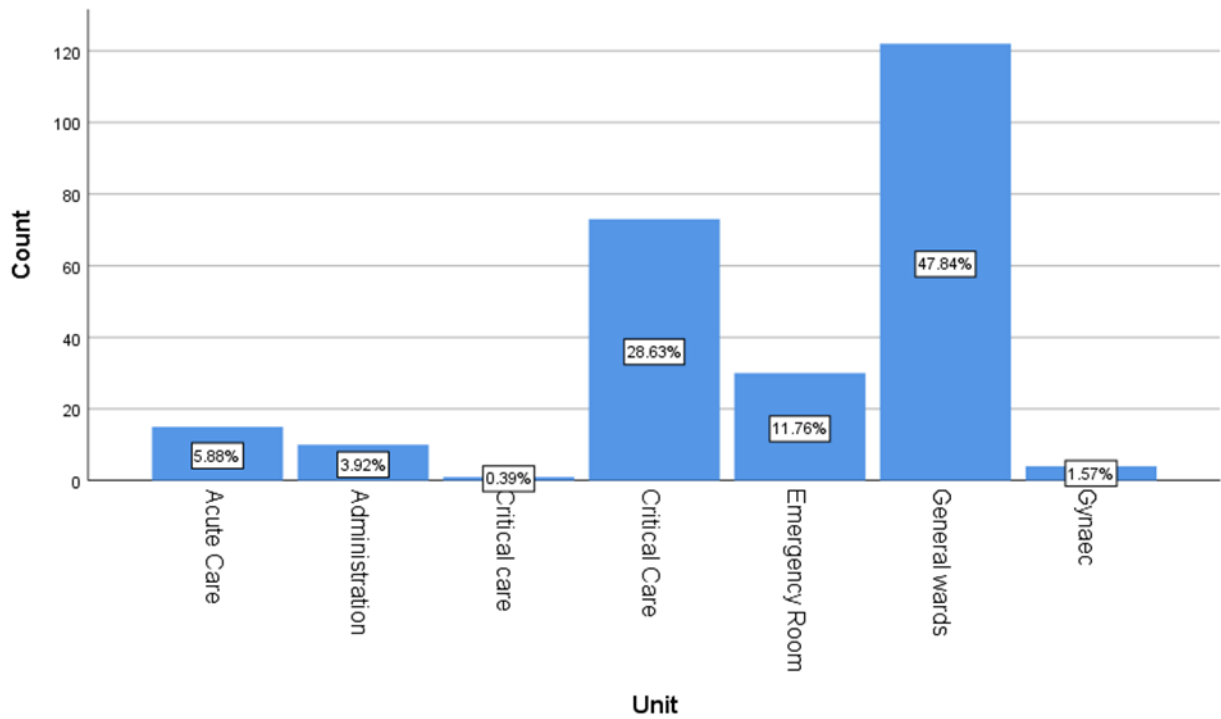
sample estimates:

p= 0.7734375

### **CONCLUSION:**

More than 50% of the nurses are interested in abroad opportunities.

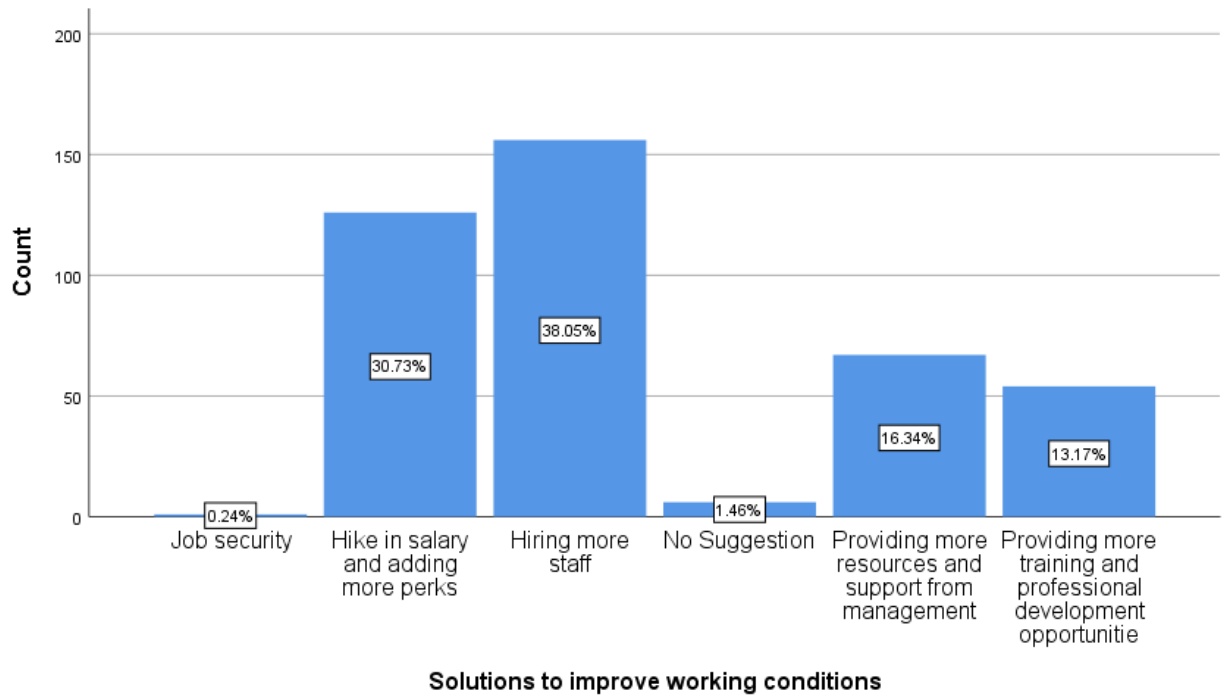
## 7) WORKING UNIT



### CONCLUSION:

- Majority of nurses are working in general ward.

## 8. SOLUTIONS TO IMPROVE WORKING CONDITIONS



### CONCLUSION:

The major issues faced by nurses are inadequate number of nurses and insufficient salary. And the solutions to improve their working conditions are hiring more staff and hike in salary.

## MEASURES OF ASSOCIATION BETWEEN VARIOUS ATTRIBUTES

### 1. Workload vs Stress

H<sub>0</sub>: There is no association between workload and stress

#### R Code:

```
chisq.test(table(Book2$`Is work overloaded`,Book2$Stress))
```

Pearson's Chi-squared test with Yates' continuity correction

data: table(Book2\$`Is work overloaded`, Book2\$Stress)

$\chi^2 = 91.81$ , df = 1, p-value < 2.2e-16

		Is work overloaded		Total
		No	Yes	
Stress	No	82	19	101
	Yes	30	124	154
Total		112	143	255

#### CONCLUSION:

Here p value is less than 0.05, so we reject null hypothesis.

There is association between workload and stress.

## 2. Number of Nurses vs Stress

$H_0$ : There is no association between number of nurses and stress.

### **R Code:**

```
chisq.test(table(Book2$`Adequate number of nurses`,Book2$Stress))
```

Pearson's Chi-squared test with Yates' continuity correction  
data: table(Book2\$`Adequate number of nurses`, Book2\$Stress)  
 $\chi^2 = 18.12$ , df = 1, p-value = 2.074e-05

		Adequate number of nurses		Total
		No	Yes	
Stress	No	38	63	101
	Yes	101	53	154
Total		139	116	255

### **CONCLUSION:**

Here p value is less than 0.05, therefore we reject null hypothesis.

There is association between number of nurses and stress.

### 3. Number of Nurses vs Workload

H<sub>0</sub>: There is no association between number of nurses and workload

#### **R Code:**

```
chisq.test(table(Book2$`Adequate number of nurses`,Book2$`Is work overloaded`))
```

Pearson's Chi-squared test with Yates' continuity correction

```
data: table(Book2$`Adequate number of nurses`, Book2$`Is work overloaded`)  
 $\chi^2 = 17.589$ , df = 1, p-value = 2.742e-05
```

		Adequate number of nurses		Total
		No	Yes	
Is work overloaded	No	44	68	112
	Yes	95	48	143
Total		139	116	255

#### **CONCLUSION:**

Here p value is less than 0.05, therefore we reject null hypothesis.

There is association between number of nurses and workload.

#### 4. Patient's attitude vs Stress

$H_0$ : There is no association between patients' attitude and stress.

##### R Code:

```
chisq.test(table(Book2$Stress,Book2$`Issues with the patient's attitude`))
```

Pearson's Chi-squared test with Yates' continuity  
correction

```
data: table(Book2$Stress, Book2$`Issues with the patient's attitude`)
```

$\chi^2 = 20.922$ ,  $df = 1$ ,  $p\text{-value} = 4.784e-06$

		Stress		Total
		No	Yes	
Issues with the patient's attitude	No	76	70	146
	Yes	25	84	109
Total		101	154	255

##### CONCLUSION:

Here p value is less than 0.05, therefore we reject null hypothesis.

There is association in patients' attitude and stress.



## 5. Interest in abroad opportunities vs salary

H<sub>0</sub>: There is no association between interest in abroad opportunity and salary

### R Code:

```
chisq.test(table(Book2$`Salary(monthly)` ,Book2$`Interested in abroad opportunities`))
```

Pearson's Chi-squared test

```
data: table(Book2$`Salary(monthly)` , Book2$`Interested in abroad opportunities`)
```

$\chi^2 = 45.97$ , df = 31, p-value = 0.04076

### CONCLUSION:

Here p value is less than 0.05, so reject null hypothesis.

There is association between salary and interest in abroad opportunities.

## 6. Stress vs Age

H<sub>0</sub>: There is no association between stress and age

### R Code:

```
chisq.test(table(Book2$Age,Book2$Stress))
```

Pearson's Chi-squared test

```
data: table(Book2$Age, Book2$Stress)
```

$\chi^2 = 40.037$ , df = 36, p-value = 0.2956

### CONCLUSION:

Here p value is greater than 0.05, so we accept null hypothesis.

There is no association between stress and age of nurses.

## 7. Working hours vs Stress

$H_0$ : There is no association between working hours and stress

### **R Code:**

```
chisq.test(table(Book2$`Working hours`,Book2$Stress))
```

Pearson's Chi-squared test

```
data: table(Book2$`Working hours`, Book2$Stress)
```

```
 $\chi^2 = 16.338$ , df = 10, p-value = 0.09035
```

### **CONCLUSION:**

Here p value is greater than 0.05, so we accept null hypothesis.

There is no association between working hours and stress of nurses.

## 8. Salary in Public Sector vs Salary in Private Sector

To find out whether there is a significant difference among the public and private sectors in terms of salary distribution

H0: There is no significant difference in salary among public and private sector

R Code:

```
salarygov=Book3$`Salary(gov)`
```

```
salarypvt=Book3$`Salary(pvt)`
```

```
t.test(salarygov,salarypvt)
```

Welch Two Sample t-test

data: salarygov and salarypvt

t = 2.3894, df = 20.063, p-value = 0.02681

alternative hypothesis: true difference in means is not equal to 0

95 percent confidence interval:

677.6156 9979.3892

sample estimates:

mean of x mean of y

26500.0 21171.5

CONCLUSION:

Here p value is less than 0.05, therefore we reject H0.

There is significant difference in salary among public and private sector.

## Correlation Analysis

### 1) Relation between length of service and salary

$H_0$ : There is no linear relation between length of service and salary

#### R Code:

```
cor.test(Book2$`Service(in years)` ,Book2$`Salary(monthly)`)
```

Pearson's product-moment correlation

$t = 8.281$ ,  $df = 253$ ,  $p\text{-value} = 7.128e-15$

95 percent confidence interval:

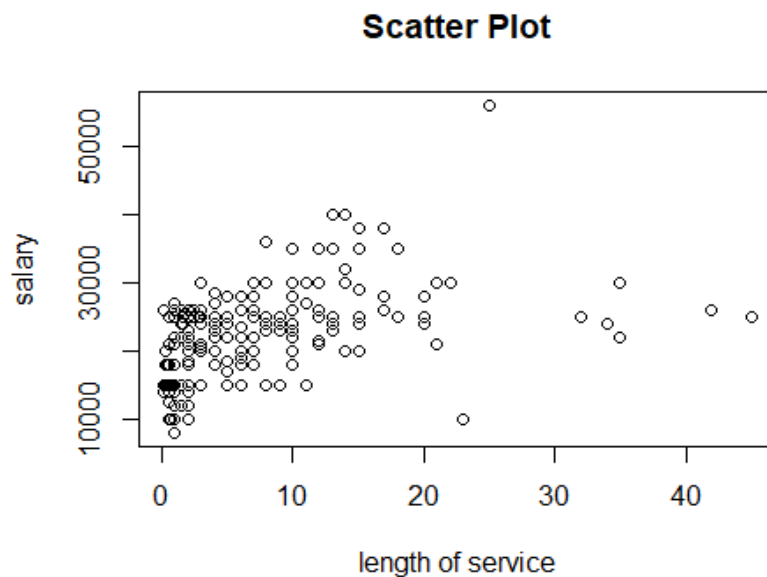
( 0.3593286, 0.5532460)

sample estimates:

cor

0.4617875

```
plot(m,s,main="Scatter Plot",ylab ="salary",xlab ="length of service" )
```



**CONCLUSION:** Here p value is less than 0.05,so we reject null hypothesis.

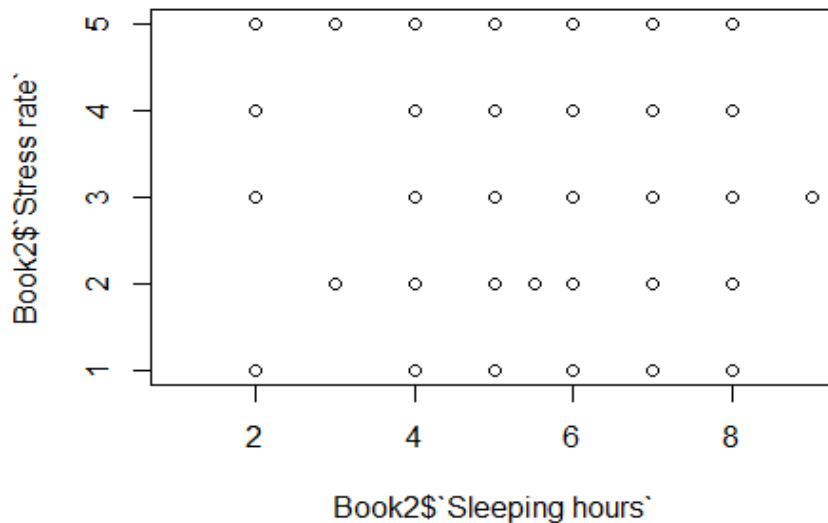
There is linear relation between length of service and salary.

## 2) Relation between sleeping hours and stress rate

H<sub>0</sub>: There is no relation between sleeping hours and stress rate

### R Code:

```
plot(Book2$`Sleeping hours`,Book2$`Stress rate`)
```



```
fit<-lm(Book2$`Sleeping hours`~Book2$`Stress rate`)  
summary(fit)  
Call:  
  
lm(formula = Book2$`Sleeping hours` ~ Book2$`Stress rate`)  
Residuals:  
    Min       1Q   Median       3Q      Max   
-4.3979 -0.8418  0.1582  0.9728  2.9728   
Coefficients:  
                Estimate Std. Error t value Pr(>|t|)      
(Intercept)      6.58321    0.33269  19.788  <2e-16 ***  
Book2$`Stress rate` -0.18534    0.09762  -1.899  0.0594 .  
---  
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1  
Residual standard error: 1.473 on 161 degrees of freedom  
(92 observations deleted due to missingness)  
Multiple R-squared:  0.0219, Adjusted R-squared:  0.01582  
F-statistic: 3.604 on 1 and 161 DF, p-value: 0.05942
```

**CONCLUSION:**

Here p value is greater than 0.05, so we accept null hypothesis. Working hours and stress of nurses are independent.

## Logistic Regression

<b>Case Processing Summary</b>			
Unweighted Cases <sup>a</sup>		N	Percent
Selected Cases	Included in Analysis	253	99.2
	Missing Cases	2	.8
	Total	255	100.0
Unselected Cases		0	.0
Total		255	100.0

<b>Dependent Variable Encoding</b>	
Original Value	Internal Value
0	0
1	1

<b>Omnibus Tests of Model Coefficients</b>				
		Chi-square	df	Sig.
Step 1	Step	117.294	3	.000
	Block	117.294	3	.000
	Model	117.294	3	.000

### Inference

$H_0$  adding the variables(stress,work overload,issues with patients attitude, Nurse-patient ratio)to the model as not significantly increased to predict the decision.

Here the chi square value=117.294,df=3,p <0.05

Since the model has the significant predictor performance

Therefore  $H_0$  is rejected.

### Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	222.253 <sup>a</sup>	.371	.502

### Inference

50.2% are significant for this model.

### Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	8.795	8	.360

### Contingency Table for Hosmer and Lemeshow Test

		Stress = 0		Stress = 1		Total
		Observed	Expected	Observed	Expected	
Step 1	1	25	24.391	3	3.609	28
	2	22	21.627	5	5.373	27
	3	17	19.351	9	6.649	26
	4	15	14.752	12	12.248	27
	5	11	6.816	13	17.184	24
	6	3	4.148	21	19.852	24
	7	2	3.797	23	21.203	25
	8	2	2.159	20	19.841	22
	9	3	1.659	21	22.341	24
	10	0	1.299	26	24.701	26

### Inference

H<sub>0</sub>:The model adequately fixed the data.

The model has also good fit,Hence the test could not reject the hypothesis of the model appropriateness as chisquare value is 8.795 and p=0.360,Hence we fail to reject accordingly.



Classification Table <sup>a</sup>					
	Observed		Predicted		
			Stress		Percentage Correct
	0	1			
Step 1	Stress	0	75	25	75.0
		1	25	128	83.7
	Overall Percentage				80.2

Variables in the Equation							
		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1 <sup>a</sup>	Is work overloaded	2.830	.343	68.140	1	.000	16.937
	Issues with the patient's attitude	1.286	.359	12.863	1	.000	3.619
	Nurse-patient ratio	-.083	.039	4.481	1	.034	.920
	Constant	-.959	.337	8.110	1	.004	.383

## Inference

**From the table,**

It shows that the regression function is

$$-0.959 + 2.830 X_1 + 1.286 X_2 - 0.083 X_3$$

Overload of work ( $p < 0.001$ ) and Issues with the patient's attitude ( $p = 0.00$ ) are added significantly to the model prediction but nurse patient ratio ( $p = 0.034$ ) is not added significantly.

By comparing the odd ratio

'exp' refers to the exponential value of B (odds ratio) is less than 1 for the variable work overloaded that is increasing value of the variable corresponds to the increasing odds of occurrence. It indicates that the odds of having stress variable is 16.937 times greater for overload of work.

- $Exp > 1$  issues with the patients attitude, which means that increasing value of the variable corresponds to increasing of the odds of the event occurrence. That is every unit increase in issues with the patient's attitude is associated with increase in odds of having stress, which means that the odds of having stress is 3.61 times greater for issues with the patient's attitude.
- $Exp < 1$  for the nurse patient ratio, which means that the increasing value of the variable corresponds to decrease the odds of event occurrence. That is every unit increase in nurse patient ratio is associated with decrease in odds of having stress, which means that the odds of having stress is 0.920 times lesser for nurse patient ratio.

## **FINDINGS AND CONCLUSIONS**

- The mean age of nurses is 30.
- The average monthly income of nurses is 21935.
- The average length of service is 6.
- 85.1% of nurses are female and 14.9% of them are male.
- Out of 255 nurses, 55.51% studied BSc Nursing, 43.64% studied Diploma and 0.85% studied MSc Nursing.
- Salary distribution is positively skewed.
- Majority of the nurses are interested in abroad opportunities.
- Majority of nurses are working in general wards.
- The major issues faced by nurses are inadequate number of nurses and insufficient salary.
- Solutions to improve their working conditions are hiring more staff and hike in salary.
- There is association between:
  - Workload and stress.
  - Number of nurses and stress.
  - Number of nurses and workload.
  - Patient's attitude and stress.
  - Salary and interest in abroad opportunities.
- There is no association between:
  - Stress and age of nurses.
  - Working hours and stress of nurses.
- There is significant difference in salary among public and private sector.
- There is linear relation between length of service and salary.
- Working hours and stress of nurses are independent.

## **RECOMMENDATIONS**

Based on the result of this study, following recommendations are made to improve the working conditions of nurses in the industry.

- To improve the working conditions of nurses, hike in salary, hiring more staff, adding more perks, providing more resources, support from management, providing more training and professional development opportunities are recommended.
- Most of the nurses are not satisfied with their salary. So, we recommend to increase the salary according to their satisfaction.
- Most of the nurses are suffering from stress. So, we recommend to provide recreational activities.
- Most of the hospitals do not provide any health insurance. So, we recommend to provide health insurance.
- Nurses need a supportive work environment that promotes teamwork, open communication and respect. A positive work environment can help to reduce stress and prevent burnout.

Nurses often work long hours and irregular schedules which can lead to burnout and poor work-life balance. Offering flexible scheduling, time off and other benefit that support work-life balance can help to improve the condition of nurses

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## **APPENDIX**

### **SCHEDULE**

#### **EXPLORING THE NEEDS OF NURSES:**

#### **A STUDY ON ISSUES AND SOLUTIONS**

1. Name

2. Age

3. Gender

- Male
- Female
- Others

4. Educational status

- MSc Nursing
- BSc Nursing
- Diploma
- Other

5. Administration category

- Government
- Private
- Co-operative

6. Type of unit

- Critical care
- Emergency Room
- General ward
- Acute care
- Administration

- Other

7. Length of service (in year)

8. How many shifts are there in your hospital?

- 2
- 3

9. At which shift are you working presently?

- Morning
- Evening
- Night

10. How do you manage your family life as a night shift nurse?

- Easy
- Manageable
- Difficult

11. Is there an adequate number of nurses in your hospital?

- Yes
- No

12. What is your working hours per day?

13. How many hours do sleep in a day?

14. Do you feel your work is overloaded?

- Yes
- No

15. Do you have any stress due to excessive work?

- Yes
- No

16. If yes, how much?

Low

- 1

- 2
- 3
- 4
- 5

High

17. What is the nurse-patient ratio in your working area?

18. Are you suffering from any work related physical ailments?

- Yes
- No

19. Have you experienced workplace injuries/infections?

- Yes
- No

20. Have you encountered any issues with patient's attitude towards nurse?

- Yes
- No

21. What is your monthly income?

22. Is your family satisfied with your job?

- Yes
- No

23. Would you feel that your community is underpaid?

- Yes
- No

24. Are you interested in abroad opportunities?

- Yes
- No

25. If yes, specify the reason

- Better opportunities
- Better facilities



- Standard of living
- Professional growth
- Job security
- Other

26. Have you faced any difficulties while treating covid-19 patients?

- Yes
- No

27. What are the problems experienced during covid care?

- Workload pressure
- Lack of personal protective equipment
- Financial crisis
- Fear of transmission
- Lack of effective medications
- Other

28. Are you covered by any health insurance through your organization?

- Yes
- No

30. Do you have communication challenges while interacting with patients?

- Yes
- No

31. What solutions do you think could improve the working conditions of nurses?

- Hiring more staff
- Providing more resources and support from management
- Providing more training and professional development opportunities
- Hike in salary and adding more perks
- Other

32. What attract you to this field?

- Salary
- Helping mentality
- Passion
- Other

33. Overall job satisfaction

Low

- 1
- 2
- 3
- 4
- 5

High