REFERENCES


Amy J Hoffman and Linda D Scott, 2003, “Role stress and career satisfaction among registered nurses by work shift pattern,” Journal of Nursing Administration, Volume 33, Number 6, 2003


Ann E Rogers, Wei-Ting Hwang, and Linda D Scott, November 2004, “The effects of work breaks on staff nurse performance” Journal Nursing Administration Volume34 No.11


Ann E.K.Page, 2004 “Transforming Nurses’ Work Environments to Improve Patient Safety: The Institute of Medicine Recommendations”, Policy, Politics and Nursing Practice, 2; 250 Sage Publications.


Anne Marie Rafferty, Jill Maben, Elizabeth West and Dily Robinson 2005 “What makes a good employer?” International Council of Nurses,3, place Jean-Marteau, 1201 Geneva (Switzerland)


Barbara Hensinger, Stephanie Minerath, Juanita Parry and Kathleen Robertson June 2004 “Asset Protection: Maintaining and Retaining Your Workforce”. Journal of Nursing Administration Volume 34 Number 6 pg 268-272


Brooks C. Holtom and Bonnie S.O’Neill May 2004 “Job Embeddedness a theoretical foundation for developing a comprehensive Nurse Retention Plan” Journal Nursing Administration Volume34 No.5.

Cameron, Kim: and others, 1994 “Assessing the culture and climate for quality improvement in the work environment”, AIR 1994 Annual forum paper., Michign University, Ann Arber, center for the study of Higher and Postsecondary Education Reports/Research/Technical )143. Orleans, LA


Cedric B. Finch, Dr. D. K. Sharma, Dr. R. C. Goyal 1999 “A Practical Guide to Hospital Planning and Management” Voluntary Health Association of India, New Delhi.


Donald E Determer, Frontiers of Health Services Management, 2001 “A new health system and its quality” agenda Vol.18, No.1 Fall 2001


Doreen K Frusti, Kathryn M Niesen and June K Campion, “Creating a culturally competent organization” Journal of Nursing Administration Volume 33 Number 1 pp31-38.


Eileen T Lake, 2007 “The nursing practice environment: measurement and evidence”, Medical Care Research and Review, 64:104

Ellen Lanser 2001 “A model workplace: creating an effective nursing environment – tips for maximizing nurses’ professional potential” Health care Executive Vol.16, Number 4, July/August 2001

Ellen Lanser 2003 “Building Relationships that Inspire Service how staff focus helped a healthcare system with the Baldrige Award”. Health care Executive Vol.18, Number 3, May/ June 2003

Ellen Lanser 2004 “Are people your priority? How to engage your workforce” Health care Executive Vol.19, Number 4, July /Aug 2004


Emily J Wolf 2004 “Spiritual leadership: A new model principles that help build an environment of “respect, ethics, values and integrity” Health care Executive Vol.19, Number 2, March/ April 2004


Gail A Wolf, Margaret Hayden, and Judit A Bradle April 2004 “The transformational Model for Professional Practice” Journal Nursing Administration Volume 34 No.4.


Graham S Lowe, 2006 “Creating quality work environment: Results from the HSAA 2006 Work environment survey” The Graham Lowe Group INC. Alberta


Henna Hassan, 2006 “Nursing Staff Competence, Psychosocial Work Environment and Quality of Elderly Care: Impact of an Educational Intervention”


J A Royle et el June 2000, “Evaluation of a system for providing information resources to nurses” Health Informatics Journal, Sage Publications.


Jack Needleman et.el 2007, “Performance measurement of Nursing care: state of the Science and the current consensus” Medical care research and review, 64:10, sage publications


James Buchan, Jane Ball and Fiona O’May 2000 “Determining skill mix in the health workforce: guidelines for managers and health professional” Organization Geneva


Janie Health, Wanda Jobanson and Nancy Blake November 2004 “Healthy work environments a validation of the literature” Journal Nursing Administration Volume34 No.11.

Janne Dunham-Taylor and Joseph Z.Pinczuk, 2004: Healthcare Financial Management for Nurse Managers: Merging the Heart with the Dollar” Jones and Bartlett Publications Sudbury, Massachusetts


Jeanne M Daffron and Sara E Hart, 2001 “The American Hospital Association responds to the nursing shortage”, Policy, Politics and Nursing Practice, 2; 206 Sage Publications.


Karol Joenks, March 2005 INR Features "The Nursing Work Environment" Iowa Nurse Reporter


Kathy A. Scott, April 2004 “Creating Highly Reliable Hospitals through strengthening Nursing” Journal Nursing Administration Volume 34 No.4.

Kelly A. Goudreau and Jacalyn Hardy, 2006 “Succession Planning and Individual Development” Journal of Nursing Administration Volume 36 Number 6 pp 313-318.

Kenneth W. Kizer, Frontiers of Health Services Management, 2001 “Quality improvement should be healthcare’s essential business strategy” Vol.18, No.1 Fall 2001.


Lawrence S Levin, 2004 “Aligning the stars: creating dialogue within healthcare teams-steps for using open communication to improve group dynamics” Health care Executive Vol.19, Number 2, March/ April 2004


Liisa Knokkanen and Jouko Katajisto, 2003, “Promoting or Impeding empowerment Nurses’ assessments of their work environment” Journal of Nursing Administration Volume 33 Number 4 2003.

Lind McGillis et el., 2006 “Teaching and Community Hospital Work environments” Western Journal of Nursing Research, 28:710, Sage Publications


Linda McGillis Hall, 2006 “Decision Making for Nurse Staffing: Canadian Perspectives”, Policy, Politics, and Nursing Practice, sage publication, 7:261

Linda O. Brien – Dallas, et all WHO, 2000, “Integrating Workforce Planning, Human Resources and Service Planning”.


Matthew Smith and Beth Engelbrecht, 2001, “Developing an Tool to Assess Client Satisfaction, District Hospital” Health System Trust, Durban,


Melanie Wilson, 2002 “Making nursing visible? Gender, technology and the care plan as script” Information Technology and People, Volume 15, No.2 pp 139-158.


Mike Nolan, Ulla Lundh and Jayne Brown, 1999 “Changing aspect of nurses’ work environment a comparison of perceptions in two hospitals in Sweden and the UK and implications for recruitment and retention of staff” Nursing Times Research, 4:221


Nursing profession Model


Patricia Potter, Stuart Boxerman, Laurie Wolf and Jessica Marshall November 2004, “Mapping the nursing process a new approach for understanding the work of nursing” Journal Nursing Administration Volume34 No.2.

Patricia Reid Ponte, Nancy Kruger and Rsanna DeMarco April 2004 “Reshaping the Practice Environment” Journal Nursing Administration Volume 34 No.4.

Peg Thomas 2002, “Adaptation to Self managing work teams” small group research, 33:3, sage publications.

Poongodi.K May 2005, “The privileges of being a behind the screen nurse” Nursing journal of India


Randy Hodson, Vincent J Roscigno and Steven H Lopez, “Chaos and the Abuse of Power: Workplace Bullying in Organisational and Interactional Context” Work and Occupations, sage publications


Rustomfram, N. 1999 Job satisfaction of Staff nurses in Medium sized public and private hospitals. PhD., Thesis, Tata Institute of Social Sciences, Mumbai


Sarah Wise, Chirs Smith, Raffaella Valsecchi, Frank Mueller and Jonathan Gabe, 2007, “Contraolling working time in the ward and on the time” Employee Relations Vo.29 No.4, 2007

Sheila Seda,” Issues Related to Nursing Services in India” Secretary General The Trained Nurses Association of India


Shannom K Pieper 2003 “Retaining staff the magnet way: Posturing a culture of professional excellence tips for applying magnet strategies to become an employer of choice”, Health care Executive Vol.18, Number 3, May/ June 2003

Shari S Cohen 2005 “The drive transparency: enhancing openness and accountability- the mandate for greater transparency impacts the entire organisation” Health care Executive Vol.20, Number 4, July August 2005


Stephen M Shortell and Jeff Selberg 2002 “Working Differently: The 10m’s call to Action strategies for changing the care environment” Health care Executive Vol.17, Number 1, Jan / Feb 2002


Sujana Chakravarty, 2002, “Environment” Nursing Journal of India


Susan B. Hassmiller and Maureen Cozine, 2006 “Addressing The Nurse Shortage To Improve The Quality Of Patient Care” Health Affairs 25, no. 1 268–274


T.C.Ayre et.el.,2007 “Nursing skill mix and outcomes: a Singapore perspective” International nursing review 54, 56-62

Tequia Burt May/June 2006 “Reinventing the patient experience satisfying customers can lead to continuous growth” Healthcare Executive page 9-14.


The Nursing Shortage: Focus on Improving the Nurse Work Environment”

Thomas A Atchison Ed.D 2003. “Exposing the myths of employee satisfaction expert insight on improving staff morale though the FUN approach” Health care Executive Vol.18, Number 3, May/ June 2003

Thomas A Herbek and Francis J Yammarino,1990 “Empathy Training for Hospital Staff Nurses”, Group and Organisation Management, sage publication 15:279


Thomas Lund, Merete Labriola, Karl Bang Christensen, Ute Bültmann, and Ebbe Villadsen, “Physical work environment risk factors for long term sickness absence: prospective findings among a cohort of 5357 employees in Denmark” National Institute of Occupational Health, Lerso Parkallé 105, DK-2100 Copenhagen, Denmark

Thomas M. Gehring, Jeannette Widmer, Oskar Bänziger & Daniel Marti, 2002 “Quality of Work and Need for Supervision Among Physicians and Nurses of a Pediatric Intensive Care Unit” 7.595 sage publications,

Tom Cox, Sue Cox and Dr. Amanda Griffiths “Work-related stress in nursing: Controlling the risk to health” Working paper


Watana Vinitwatanakhun 1998 “Factors Affecting Organizational Effectiveness of Nursing Institutes in Thailand” School of Nursing Science, Assumption University Bangkok, Thailand


Why a Learning Organization? learning-org@world.std.com

William A Nelson 2005, “An organisational ethics decision-making process: respond to organisational ethical conflicts using an eight-step process” Health care Executive Vol.20, Number 4, July August 2005
