APPENDICES

I - IV
Explorations in role analysis of nurses: A sociological study in a hospital setting

Nurses' Interview Schedule

1. (a) Name __________ (b) Age __________
   (in completed years on last birthday)
   (c) Religion __________ (d) Caste __________
   (e) Education; (i) Basic __________
   (ii) Professional __________
   (f) Place where you have spent much of your school period:
      village / town / city
   (g) Marital status: Unmarried / Married / Widowed / Separated or divorced
   (h) Age (in complete years) at which you entered this profession: __________
   (i) Family background:
      S. No. Relation            Education Occupation Income
      i.  Father                
      ii. Mother                
      iii. If married,         
            Husband            

2. (a) Is any other member of your family in this profession?

Yes/No

(b) If yes, please specify the relation:

3. (a) Were you interested to take up any other occupation than nursing initially?

Yes/No

(b) If yes, (i) please specify the occupation

(ii) Could you list out the main reasons for which you could not take up that occupation?

4. What was the main reason for which you entered this profession? Please give one reason which was uppermost in your mind?

5. (a) Do you regret having joined this profession?

Yes/No

(b) If yes (i) how often:

Rarely 1
Sometimes 2
Often 3

(ii) Is it because (please tick as appropriate)

i) you have a low status 1
ii) you are not well paid 2
iii) nursing profession has not come up to your expectations 3
iv) your role as a nurse conflicts with your role in the family 4
v) any other: 5
Appendix-I

6. (a) In general, do you feel, nurses are recognised for the services rendered by them?

- Very definitely: 3
- In most respects: 2
- In some respects: 1
- Not at all: 0

(b) If not, why is it so?

7. If you are asked to rank the status position of the following categories of personnel in the hospital set up, how will you place each of the personnel in status position?

<table>
<thead>
<tr>
<th>Hospital personnel</th>
<th>Status position</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Doctor</td>
<td></td>
</tr>
<tr>
<td>ii) Laboratory technician</td>
<td></td>
</tr>
<tr>
<td>iii) Nurse</td>
<td></td>
</tr>
<tr>
<td>iv) Nursing aides</td>
<td></td>
</tr>
<tr>
<td>v) Office assistant</td>
<td></td>
</tr>
<tr>
<td>vi) Pharmacist</td>
<td></td>
</tr>
<tr>
<td>vii) X-ray technician</td>
<td></td>
</tr>
</tbody>
</table>

8. (a) Do you think, nurses play an important part in the society?  

Yes/No

(b) If yes, in what ways your work is useful for the society (please tick as appropriate):

- Nurses give round the clock care to the sick: 1
- Nurses assist doctors in carrying out treatment: 2
- Nurses provide intensive care of serious nature to the patients: 3
Appendix-I
(iv)

Nurses help in seeking cooperation or support from other departments such as laboratory, x-ray, linen, kitchen, etc.

Any other (please specify)

9. (a) Is there any job/activity that you do not enjoy as a nurse?

Yes/No

(b) If yes, please specify the job disliked?

10. To what extent are you satisfied with your job?

Most satisfied 5
Fairly satisfied 4
Satisfied 3
Less satisfied 2
Least satisfied 1

11. (a) How much time do you get to follow your leisure time interests?

Most adequate 4
Fairly adequate 3
Adequate 2
Just adequate 1
Inadequate 0

(b) How do you spend this time? Specify one activity that you mostly engage in?
12. In your opinion, what do the following categories of people expect of you in general as a nurse:

i) Doctors

ii) Supervisors (Nursing Superintendent/Matron/Nursing sister)

13. (a) Do you think, supervisors (doctors and supervisory nurses) lay different emphasis on different jobs?

Yes/No

(b) If yes, please state the jobs on which each category of supervisors generally puts emphasis:

i) Doctors:

ii) Supervisory nurses:

14. How do the doctors inform you about the treatment of the patients? (Record verbatim)

15. (a) Do you sometimes have a difference of opinion with the doctors about the treatment of patients?

Yes/No

(b) If yes, do you express your opinion in front of the doctor concerned?

<table>
<thead>
<tr>
<th>Yes, always</th>
<th>Sometimes</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>
(i) If (2) and (1) do you tell him/her tactfully or straight about it? (Record verbatim)

(ii) What is the reaction of the doctor?

(iii) If (0) why?

16. (a) In the wards, one has to work as a member of the medical team for better medical care. Do you think this results into overlapping of duties and responsibilities among the members of the team?

Yes/No

(b) If yes, does this overlapping of duties affect the performance of your jobs?

Yes/No

(c) If yes, in what ways:

17. (a) Do you ever feel that there is a gap (disparity) between the training you get and jobs expected of and performed by you in the wards?

Yes/No

(b) If yes, what are the main gaps experienced by you?

(c) Do these gaps experienced by you affect your job performance?

Yes/No

(d) If yes, how:
18. (a) In your opinion, what are the main expectations that patients have from you?

(b) Do you think, the duties performed by you match with the patients' expectations?

Yes/No

(c) If no, why is it so?

19. Suppose, you are about to leave the hospital as your night duty has just finished and a patient is rushed into your ward. How will you react to such a situation (please tick the one you consider most appropriate in the situation):

- Let the nurses on the next shift attend to the patient as you are tired and want to take rest.
- Will not mind attending to the patient, if you are paid overtime which you deserve for the additional work.
- Will wait and see the patient, as this new case might be unique and give some additional knowledge and experience.
- Will attend to the patient, as you think, your life is dedicated to the sick and ailing.

20. To what extent, as a nurse, would you agree or disagree with the following statements:

(Please check mark opposite the response which most closely expresses your feeling towards a statement)

SA = Strongly agree,  A = agree,  Und. = Undecided
DA = Disagree,  SD = Strongly disagree
### Appendix-I

<table>
<thead>
<tr>
<th>Question</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.1 I prefer to give equal attention to all the patients irrespective of their physical condition.</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>20.2 I prefer to care more for attending to the patients than for the appreciation of my supervisors.</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>20.3 I like to give particular attention to each patient since independent and specific decisions are involved in each case.</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>21.1 I am inclined to give extra care to patients belonging to my kin, caste, religious group.</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>21.2 I would like to meet both major and minor needs of an individual patient and take interest in his/her personal problems.</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>21.3 I would prefer to keep away from emotional involvement of any kind with my patients.</td>
<td>5 4 3 2 1</td>
</tr>
</tbody>
</table>

22. (a) Do you find any difficulty in discussing the details of treatment with the patients whenever they ask?

Yes / No
Appendix-I

(ix)

(b) If yes, what kind of difficulty (please tick as appropriate):

1. Inability to translate difficult medical concepts
2. Lack of time
3. It will be a waste of time as they do not understand
4. Difficulties arising out of difference in social status
5. Low educational level of patients
6. Problem of language
7. Any other

23. (a) Do you sometimes find the behaviour of patients annoying?

Yes/No

(b) If yes, what do you do in such a situation?

1. Use harsh words
2. Keep quiet
3. Discuss calmly and try to make the patient understand
4. Feel depressed

24. (a) Do you think hospital set up hinders you in any way in discharging your duties towards patients?

Yes/No

(b) If yes, what is it due to:

1. Equipment shortage
2. Inadequate nurse/patient ratio
3. Non-nursing jobs
4. Lack of cooperation from hospital authorities
Appendix-I

(x)

Interference of doctors-supervisory nurses 5
Non-compliance of class IV staff 6
Political interference 7
Any other 8

25. To what extent, you as a nurse, agree or disagree with the following statements:

25.1 There is a lack of coordination among nursing staff in this
institution/ward.

25.2 In a professional organization like this, a nurse does not have much autonomy (independence) in her work.

25.3 Here, the physical surroundings in which nurses work are not congenial or conducive.

25.4 There is not much prestige attached to nursing profession.

25.5 One may not feel happy to be a nurse as it does not give a sense of satisfaction and fulfilment.

25.6 Generally patients expect a lot from a nurse.

25.7 The patients here are indifferent towards the staff and are interested only in getting cured.

25.8 Orderlies (class IV) here are not helpful.
26. To what extent, you as a nurse, feel satisfied with the service conditions of nurses in this institute?

<table>
<thead>
<tr>
<th>Most satisfied</th>
<th>Fairly satisfied</th>
<th>Satisfied</th>
<th>Less satisfied</th>
<th>Least satisfied</th>
</tr>
</thead>
</table>

- Salary
- Leave rules
- Housing
- Promotional/transfer prospects
- Departmental support
- Orientation and training facilities
- Medical facilities
- Incentives

27. In your opinion, how could the role of a nurse be made more effective in providing care to the patients?

FOR SINGLE NURSES

28. (a) Would you like to get married?

Yes/No
(b) Do you think marriage is essential for a nurse?

Yes/No

If yes, please give reasons

29. (a) If you get married, do you think this will affect your performance?

Yes/No

(b) If yes, how:

FOR MARRIED NURSES

30. (a) Does your husband approve of your profession?

Yes/No

(b) If no, what do you think it is due to:

31. (a) Do you feel marriage interferes with your job as a nurse?

Yes/No

(b) If yes, how:

32. (a) Do you feel, nursing as a profession comes in the way of your domestic life?

Yes/No

(b) If yes, what aspects of the profession actually interfere?

Professional restrictions 1
Night duty 2
Disreputation 3
Working with male doctors and patients 4
Any other 5