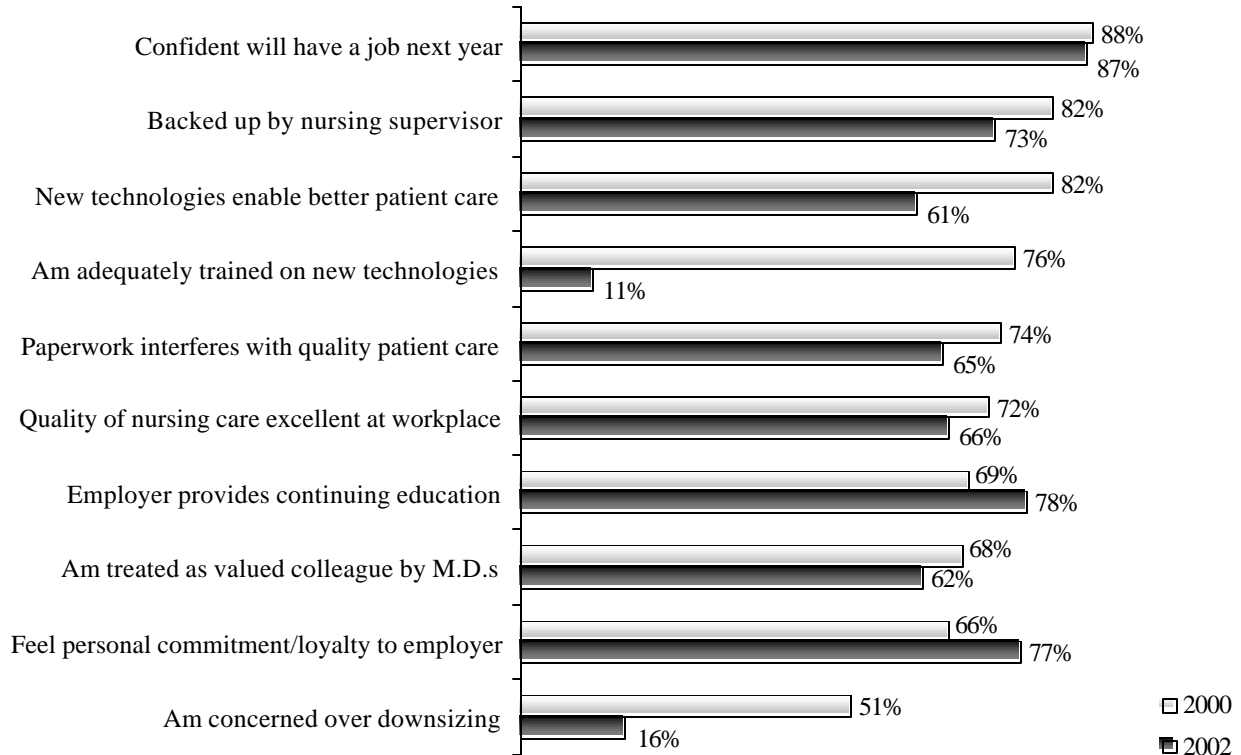


## The Employing Organization

**Figure 10**  
**Organizational Support**  
**(Percent Agreement)**



- Only 11% felt adequately trained on new technology, an unexpectedly large decrease since 2000 (76%). Also, fewer RNs felt that new technologies bring about better patient care.
- In 2002 fewer RNs perceived receiving adequate support from supervisors and MDs but more of them felt a personal commitment and loyalty to their employers.

### In Their Own Words:

*“The hardest part of my job is the paperwork. It seems that for every year I have been in nursing, two more forms are added. It is almost to the point of paperwork being more important than patient care to management. Patient care will always come first to me, but they are making it more difficult to achieve due to paperwork.”*

*“I have never seen, in the past two years, more disrespect towards nurse[s] by patients and physicians. I have seen doctors yell [and] curse at nurses in front of patients, families, and co-workers.”*

*“I am fortunate to work in a small unit with excellent co-workers and working conditions. I enjoy my work now.”*

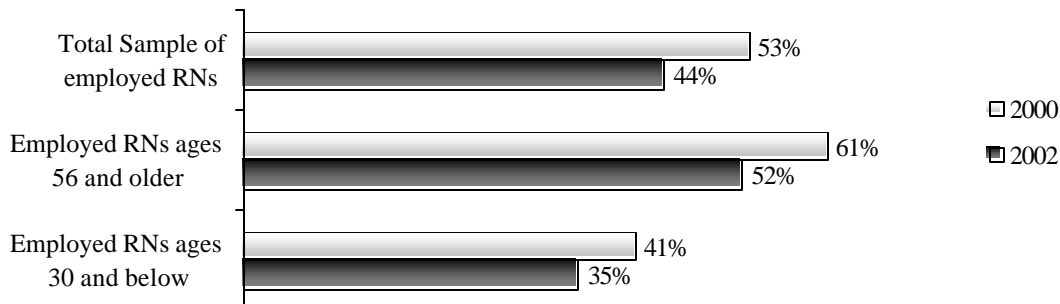
**Table 9**  
**Job Satisfaction – Organizational and Professional Support at Workplace, 2002**

Survey Question: (Percent Agreement)	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 295	46-55 255	56 & Above 105
<b>Organizational Support:</b>									
Training new RN graduates detracts from quality in patient care	31.2	36.2	30.5	27.8	32.6	23.2	36.7	31.7	24.4
Concerned about downsizing	16.4	26.0	14.9	17.6	15.8	12.2	15.4	19.2	15.4
Sense of loyalty and personal commitment to employer	77.2	76.9	77.2	78.8	76.6	72.7	75.1	77.1	86.1
Safe levels of care expected/supported by employer	47.2	41.3	48.2	46.7	47.5	48.5	46.8	45.5	55.7
Confidence in job next year	87.3	83.2	88.1	89.4	86.7	91.8	89.7	85.3	85.0
Quality of nursing excellent at workplace	66.2	64.7	66.6	66.4	66.3	69.1	64.4	64.1	73.2
Clear guidelines exist for accepting/rejecting work assignments	29.9	31.4	29.7	30.2	29.8	26.8	29.3	31.3	30.6
Paperwork interferes with quality of patient care	64.8	74.5	63.3	57.0	67.7	62.6	67.8	64.5	58.9
Cross-trained prior to floating	16.1	16.7	16.0	17.8	15.4	14.3	17.4	15.9	13.3
Safety policies implemented by employer	74.0	69.9	74.5	76.5	72.9	72.7	71.3	75.2	78.8
<b>Professional Support:</b>									
Treated as valued colleague by MDs	62.3	67.6	61.4	59.9	63.2	62.6	62.5	63.1	63.2
Backed up by nursing supervisor	73.2	66.0	74.3	71.6	73.8	71.7	76.0	72.5	73.2
<b>Technological Advances:</b>									
I am adequately trained on new technologies	11.1	21.0	21.7	21.6	21.6	19.4	17.9	19.8	35.5
New technologies enable better patient care	60.5	64.1	59.9	60.9	60.3	64.9	66.6	58.6	47.5
<b>Career Education and Advancement:</b>									
Have opportunities for career advancement	43.3	34.3	44.7	43.1	43.5	54.5	45.2	41.3	35.8
Employer provides continuing education	77.5	73.3	78.2	77.5	77.6	77.8	79.6	75.0	76.6
Nursing education prepared me for job today	72.1	75.2	71.8	71.3	72.6	72.4	73.3	68.1	77.9

**Reference for Time Comparisons:** Health and Nurses in Texas: In Their Own Words (Vol. 2, No. 1), Table 11.1, Page 47. Health and Nurses in Texas: The Future of Nursing (Vol. 3, No. 1), Table 3.11.1, Page 3.46.

### The Employing Organization

**Figure 11a**  
**“I receive satisfactory pay for the work I do”**  
**(Percent Agreement)**



**Figure 11b**  
**“There is not much difference between the pay of more or less experienced RNs”**  
**(Percent Agreement)**



- There has been a 9% decrease in the percent of RNs satisfied with pay. For Rural RNs the decrease is 15%.
- The percentage of RNs satisfied with benefits has dropped 5%. For Border RNs the decrease is 15%.
- 13% fewer RNs think that foreign nurses strengthen the workforce than in 2000.

**In Their Own Words:**

*“Our responsibilities increase yet salaries remain the same and care staffing numbers are high related to patient/nurse ratio. We deal with extremely acutely ill patients. [I]t appears acuity rises and staff decreases. New grads make more money than many seasoned RNs and new CNAs make more than 25-year plus LVNs.”*

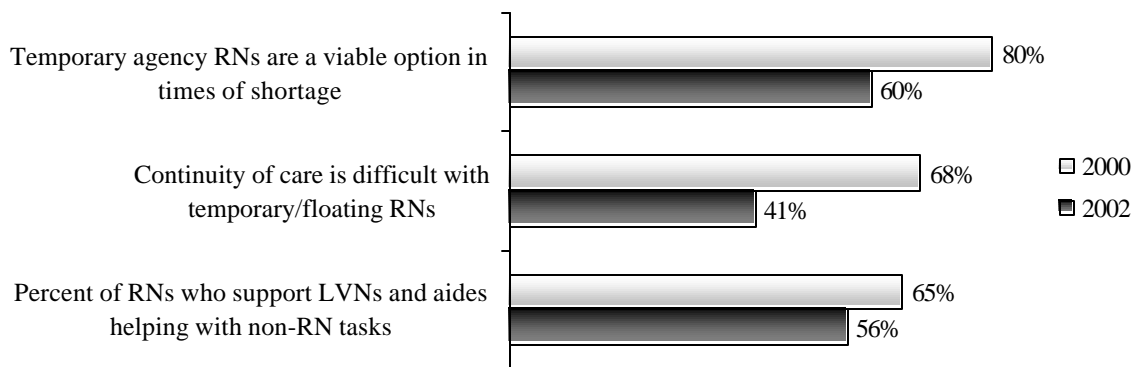
**Table 10**  
**Job Satisfaction – Pay and Benefits, 2002**

Survey Question (Percent Agreement)	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 203	46-55 195	56 & Above 105
Good benefits such as sick pay and retirement	53.6	56.2	53.1	51.2	54.4	57.7	52.9	53.8	54.8
Can put up with job as long as the pay is good	45.6	42.9	46.0	42.1	46.9	48.5	52.0	40.3	38.3
There is not much difference between the pay of more or less experienced RNs	62.7	65.7	62.3	65.6	61.6	66.7	65.1	57.1	63.9
Receive satisfactory pay for the work	44.0	45.7	43.7	41.0	45.1	35.4	43.3	45.1	52.0
Chances for increased income in the next year are good	44.8	25.2	47.8	41.0	45.1	51.5	47.8	41.4	42.1
Working overtime gives the opportunity to earn money	52.1	52.4	52.1	49.1	53.3	62.6	58.9	48.6	37.3
If the rewards were sufficient, willing to relocate to an underserved area	32.3	32.0	32.4	36.3	30.9	35.7	35.8	30.9	21.7

Reference for Time Comparisons: Health and Nurses in Texas: In Their Own Words (Vol. 2, No. 1), Table 11.2, Page 48. Health and Nurses in Texas: The Future of Nursing (Vol. 3, No. 1), Table 3.11.2, Page 3.47.

## The Employing Organization

**Figure 12**  
**Job Satisfaction Relative to Staffing**  
**(Percent Agreement)**



- In 2002, fewer RNs (60%) felt that temporary RNs were a viable option (80% in 2000).
- Rural RNs are less inclined to choose nursing again as a career (69% in 2002, 73% in 2000).

### In Their Own Words:

***“In the past few years I felt my license was being compromised when hospitals required me to stretch my patient load/acuity beyond what is safe.”***

***“I worked four months as a staff nurse for a hospital and eight months as [an] agency [nurse] in 2001. I have turned in my two week’s notice to my employer and will go back to agency work—more money and better-treated and lighter p[atient] loads. There seems to be no incentive to work for hospitals anymore.”***

***“As a Nursing Supervisor (Weekend House Supervisor) my gravest concern is adequate staffing. [Our] administration just doesn’t get it. I have seen quality of nursing care drop drastically due to decrease in staffing. As nurses leave for various reasons, administration has seen fit not to fill positions until a crisis exists. [This] is just not right. I have worked here 13 years. The morale and spirit of the nurses is the lowest I’ve ever seen. If someone doesn’t fix things now, I believe that the nursing shortage will be ten times worse than predicted.”***

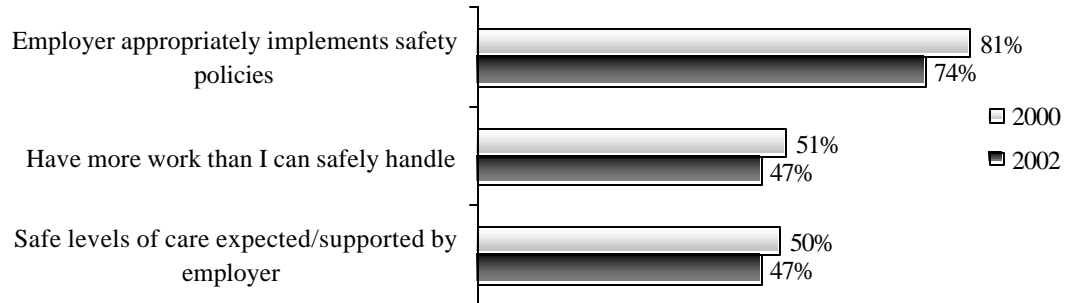
**Table 11**  
**Job Satisfaction – Staffing, 2002**

Survey Question: (Percent Agreement)	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 203	46-55 195	56 & Above 105
<b>Adequacy:</b>									
More work than can safely handle	46.7	55.7	45.1	44.9	47.2	40.4	45.4	49.8	46.7
Too much overtime required	22.5	27.9	21.6	24.7	21.6	19.2	23.9	22.5	21.5
<b>Skill Substitutability:</b>									
LVNs and aides complement RNs	56.4	67.6	54.5	53.7	57.2	56.1	58.4	56.2	53.7
LVNs and aides have too much responsibility	21.9	35.2	19.7	21.8	21.8	27.6	22.2	19.5	21.3
Foreign nurses strengthen workforce	26.7	19.2	27.9	24.9	27.5	30.9	30.0	23.6	22.7
<b>Temporary Hires:</b>									
Temps disrupt patient care	28.1	25.7	28.4	27.0	28.4	29.6	29.8	25.9	24.4
Continuity of care hard with temps/floating	40.7	37.1	41.2	39.8	40.9	44.4	43.5	40.2	32.5
Temps a viable option during nursing shortages	59.8	59.6	59.9	59.2	60.1	57.6	64.4	58.1	53.3

**Reference for Time Comparisons:** Health and Nurses in Texas: In Their Own Words (Vol. 2, No. 1), Table 11.3, Page 48. Health and Nurses in Texas: The Future of Nursing (Vol. 3, No. 1), Table 3.11.3, Page 3.47.

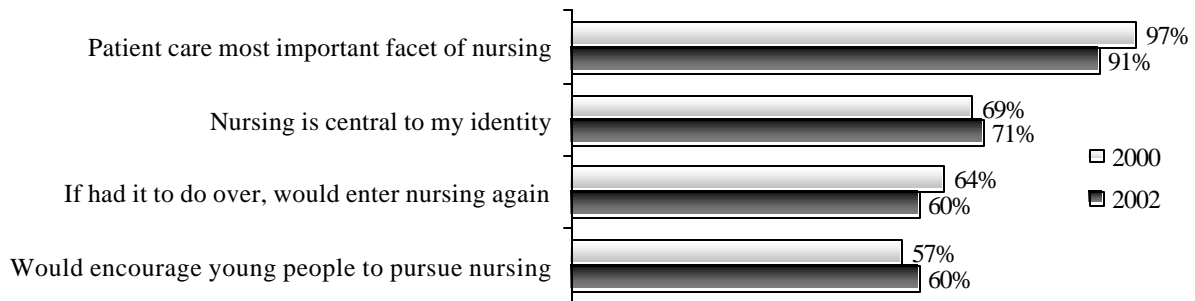
## The Employing Organization

**Figure 13a**  
**Safety**  
**(Percent Agreement)**



**Figure 13b**

**General Indicators of Job Satisfaction**  
**(Percent Agreement)**



- Nearly 47% of RNs report that on most days they often have more work than they can safely handle. Yet they strongly identify with the profession (71%, 2% more than in 2000) and would encourage young people to pursue nursing (60%, 3% more than in 2000).
- RNs are nearly unanimous in stating that patient care is the most important facet of nursing.
- Border RNs are less optimistic that their work condition will improve next year (37% and 46 % in 2002 and 2000 respectively).

### In Their Own Words:

*“I was excited when I became a nurse. I am very good at it. [M]y patients love me and I never had a problem giving good care. I am seeking a way out of nursing now. The staffing shortages, harassment by doctors and administrators, sloppy management, lousy benefits, all the responsibility with no power to make positive changes has made me want to leave nursing.”*

*“I love being a nurse. I have gained confidence and self-worth through my experiences and patients have given me much satisfaction through their appreciation.”*

**Table 12**  
**Job Satisfaction – Global and Relative Measures, 2002**

Survey Question: (Percent Agreement)	TOTAL 801	Rural 103	Metro 672	Border 220	Non- Border 577	Age Cohorts			
						30 & Below 66	31-45 203	46-55 195	56 & Above 105
<b>Global Measure s:</b>									
Nursing central to identity	70.6	79.6	69.1	69.3	71.0	67.3	72.5	69.6	72.4
Encourage young people to pursue nursing	59.9	70.2	58.5	60.4	59.9	63.6	61.6	54.0	66.7
Most important facet of nursing – patient care	91.2	93.3	90.9	90.8	91.4	97.0	92.2	90.0	87.5
If had it to do over, enter nursing again	60.3	69.2	58.9	60.6	60.1	60.2	65.2	51.0	69.2
<b>Time-Relative Measures:</b>									
Work life as RN is worse than a year ago	35.5	40.0	34.6	29.2	37.7	30.3	35.5	39.3	30.3
Work life as RN will be better in a year or so	35.0	32.7	35.5	36.7	34.5	46.5	39.9	28.3	31.1

**Reference for Time Comparisons:** Health and Nurses in Texas: In Their Own Words (Vol. 2, No. 1), Table 11.4, Page 49. Health and Nurses in Texas: The Future of Nursing (Vol. 3, No. 1), Table 3.11.4, Page 3.48.