

Table 1. Demographic Characteristics of the Nurses (n=440)

Demographic Characteristics	Frequency	Percentage (%)
Age (years) ($\bar{X} = 36.36$, SD=10.06, Range = 22-59)		
20-29	162	36.8
30-39	97	22.0
40-49	128	29.1
50-59	53	12.0
Gender	431	98.0
Female	9	2.0
Male		
Marital status		
Single	98	22.3
Married	313	71.1
Divorced	11	2.5
Widowed	11	2.5
Separated	7	1.6
Educational level		
Diploma	163	37.0
Bachelor	262	59.5
Master or above	15	3.4
Work experience (years)		
1-5	165	37.5
6-10	74	16.8
11-15	50	11.4
More than 15	151	34.3
Work department		
Surgical nursing	75	17.0
Medical nursing	365	83.0
Hospital		
State Central First Hospital	145	33.0
State Central Second Hospital	60	13.6
State Central Third Hospital	119	27.0
Khan Uul District General Hospital	18	4.1
Songinokhairkhan District General hospital	20	4.5
Bayanzurkh District General Hospital	21	4.8
Chingeltei District Health Center	19	4.3
Bayangol District Health Center	18	4.1
Sukhbaatar District Health Center	20	4.5

Table 2. Item descriptions, item-total correlations, Cronbach's alpha and factor loadings (n=440)

Item No.	Description	Corrected item-total correlation	Cronbach alpha	Factor loadings						
				F1	F2	F3	F4	F5	F6	
Overall QNCS			0.92	Total explained variance = 55.41%						
Interdependent Nursing Role			0.74	Eigenvalue: 1.17; Variance:3.25						
4	Interventions to relieve patients' physical suffering.	0.41		.75						
6	Prompt care when I notice patients' clinical symptoms.	0.35		.73						
2	Recognize clinical symptoms	0.33		.69						
3	Priority is concern for relieving or reducing physical suffering.	0.37		.63						
Independent Nursing Role			0.72	Eigenvalue:1.63; Variance:4.53						
12	Help patients to maintain their hygiene	0.38			.64					
10	Determine whether or not my patients are getting enough sleep or rest	0.38			.63					
9	Adequate daily exercise programs or physical activities	0.41			.58					
7	Adequate diet for all patients to regard individual needs for healing.	0.46			.53					
8	Adequate care to solve the process of elimination problems	0.47			.52					
Psychological element			0.83	Eigenvalue:2.14; Variance: 5.96						
16	encourage and allow time for patients to talk about their priority concerns.	0.55				.70				
13	spend enough time with patients to sincerely discuss their feelings.	0.50				.67				
17	encourage patients' self-confidence to assist in maintaining their health and help manage their illnesses.	0.54				.64				
15	encourage the patient to be resolute and determine to get better.	0.49				.58				
14	say inspiring words to my patients. e.g., your treatment is working well; you're getting better day by day.	0.51				.53				
21	educate each patient specifically for individual needs.	0.53				.51				
22	give up-to-date and evidence-based health education for patients.	0.48				.48				

Table 2. Item descriptions, item-total correlations, Cronbach's alpha and factor loadings (n=440) (Continued)

Item No.	Description	Corrected item-total correlation	Cronbach alpha	Factor loadings					
				F1	F2	F3	F4	F5	F6
Personal Milieu		0.84	Eigenvalue: 3.73; Variance: 10.36						
30	Available when patients call me or ring their bell.	0.43						.77	
29	Have ability to apologize to patients if i make mistakes.	0.39						.73	
27	Sincere listen to what my patients is telling me.	0.45						.73	
28	Patient and tolerant with my patients and their families.	0.53						.69	
26	Offer a personal greeting to patients that i encounter when i arrive at work.	0.43						.65	
36	Allow my patients to do things that get them to calm down.	0.47						.63	
34	Softly touch my patients' shoulders or hands when appropriate.	0.58						.61	
33	Allow time to make an effort to cheer my patients up.	0.66						.58	
38	Make patients feel welcome on the ward	0.52						.57	
Social Milieu		0.78	Eigenvalue: 1.40; Variance: 3.89						
46	I maintain an environment that promotes healing e.g., quiet, clean and good ventilation.	0.56						.72	
45	I draw a curtain to separate patients from others when performing any physical care procedures.	0.39						.72	
47	I ensure the promotion of safety and security of all patients on the ward.	0.49						.69	
48	I ensure a pleasant atmosphere all the time whenever possible.	0.53						.64	
Spiritual Force		0.85	Eigenvalue:9.86; Variance:27.40						
52	I'm not partial in regard to patients practice of traditional beliefs	0.37							.80
51	I maintain consideration for patients' beliefs	0.49							.79
50	I volunteer to help when patients and their families desire to perform religious activities in the unit	0.51							.73
59	I agree that all patients from different cultural backgrounds should be able to choose their own individually preferred benefits	0.38							.67
49	I provide the opportunity for religious activities in the unit.	0.47							.64
54	I consider the patients' different health-related attributes and cultural needs when I develop nursing care plans.	0.54							.61
55	I freely discuss with patients about any restrictions relating to their cultures	0.58							.51

Appendix A

Number of Study Participants Stratified by Participating Hospital

Name of Hospital	Population	Sample
First State Central Hospital	210	154
Second State Central Hospital	168	59
Third State Central Hospital	294	138
Khan Uul District Hospital	52	23
Sukhbaatar District Health Center	51	22
Songinokhairkhan District Health Center	55	24
Bayanzurkh District Hospital	55	24
Bayangol District Health Center	49	20
Chingeltei District Health Center	50	21
Total	984	485

Appendix B

The Final Version of QNCS-M was shortened from the 66 to 36 items.

Dimensions	Third draft	Number of Items						Final version
		Content analysis	Item-total correlation	Deleted by	Inter-item correlation	Social Desirability	Factor analysis	
Overall QNCS	66	7	3	12	6	2	36	
Physical care	16	4	1	1	1	-		9
Psychological care	13	-	1	4	1	-		7
Emotional care	12	-	-	1	2	1		8
Social care	14	3	1	4	-	1		5
Spiritual care	11	-	-	2	3	-		7