I. Socio-demographic characteristics of nurses working at Woldia referral hospital, North Wollo, Ethiopia

Question number	Variables	Responses	Remark
101	Sex	A. Male B. Female	
102	Age	_____	
103	Marital status	A. Single B. Married C. Divorced D. Widowed	
104	What is your educational status?	A. Diploma B. BSc C. MSc	
105	How many years you did work in clinical area?	_____	

II. Organizational and nurses related variables at Woldia referral hospital, North Wollo, Ethiopia

Question Number	Variables	Responses	Remark
201	How many hours do you work per day?	A. <8 hours B. 8 hours C. 12 h hours D. >12 hours	
202	For how many patients do you give care per day?	A. Less than 5 B. 5-10 C. 10-15 D. Greater than 15	
203	What are the greatest strains or anxieties you have in your working time?	A. Giving care for so many patients B. Rules made without considering staff C. Non-cooperative nurses D. Shortage of necessary materials E. Other _____	
204	Do you have all the necessary equipment to do your nursing care?	A. Yes B. No	
205	Have you got enough on job training on nursing process?	A. Yes B. No	
206	Does the hospital administration support the nursing process?	A. Yes B. No	

207	Are there monitoring and evaluation for application of nursing process?	A. Yes B. No	
208	Have you worked over time?	A. Yes B. No	If "no: proceed to 211
209	If yes, is that with payment?	A. Yes B. No	
210	Is the payment enough?	A. Yes B. No	
211	How would you describe the atmosphere/culture of the work place?	A. Stressful at times B. Negligent at times C. Disorganized	
212	What do you use to make your work visible?	A. Recording of every activities performed B. Using the nursing process C. Reporting to the supervisors D. Working on the patient problem and seeing the outcome? E. Nothing done	
213	How often you document your work?	A. Almost always B. Sometimes C. Every once in a while D. Rarely E. Never	

214	How high rate of staff nurse turnover affect once society health?	A. Decreasing productivity B. Disorganized service delivery C. Lessoning spread of organizational knowledge	
215	What do you think the causes of employee turnover?	A. Job and employee skill mismatch B. Inferior facilities, tools, etc C. Less appreciation for work done D. No growth opportunity E. Poor training	
217	What do you think the major reason of patient turnover?	A. Poor understanding of the modern medicine B. Poor economic status C. Long time required to get the service D. If they have incurable diseases	
218	From the above question, how it influence your nursing care delivery?	A. Discharge before completing planed interventions B. Not cooperative for the care that you provide C. Inability to collect required materials D. complicated cases that the patients presented with	

II. questions used for the assessment of the level of knowledge among nurses working at Woldia referral hospital, North Wollo, Ethiopia

Question number	Questions	Responses	Remark
301	One is not among the component of nursing process?	A. Assessment B. Diagnosis C. Planning D. Evidenced based practice E. Implementation F. Evaluation	
302	A nurse should do one at the first step of nursing process	A. Collecting subjective and objective data B. Directly intervening the problems of intervening C. Evaluating what has be done for the patient D. Indicating the activities to be done	
303	The Gordon approach is directly targeted at	A. The main physiological disturbance B. Human responses towards physiological disturbances C. Abram Maslow's hierarchy of need D. Ethical principles	

304	Which nursing diagnosis is better to solve a patient's problem with diabetes mellitus chronic complication in the future?	A. Actual nursing diagnosis B. Potential nursing diagnosis C. Medical diagnosis D. Laboratory investigation of sugar level	
305	What makes nursing process different from medical approach?	A. Nursing diagnosis always focuses on the diseases than other human responses B. Nursing diagnosis always focuses on human responses than diseases process C. Both focuses on human responses but nursing process is limited to pathological problems D. Both have similar procedure to resolve a patients problem	
306	Among the individuals in a hospital one is not mandatory for the better accomplishment of nursing process	A. Nurses B. Family C. Physician D. No one should be excluded	
307	One is not included under the activities to be performed in the planning phase of nursing process	A. Specifying the immediate, intermediate, and long-term goals of nursing action B. Specifying the expected outcomes C. Recording the data base of the patient	

		D. Identifying specific nursing interventions appropriate for attaining the outcomes E. Identifying interdependent interventions F. Assigning priorities to the nursing diagnoses and collaborative problems?	
308	In implementation step of nursing process a nurse is expected to perform	A. Proposing the interventions for the patient's problem B. Implementing the proposed interventions in the planning phase. C. Performing the planned interventions excluding activity of daily living D. Finishing the phase if the initial implementation could not bring any observable change on the patient's problem.	
309	One could not be a guide for evaluation of nurses performance in nursing process	A. The nursing diagnoses B. Collaborative problems C. Priorities and nursing interventions D. All could be guidelines	
310	Body fluid volume deficit related to vomiting as evidenced by low blood pressure and weak and fast pulse. Identify the problem, etiology and	A. Problem........... B. Etiology................ C. Sign & symptoms............	

	sign/symptom of the above nursing diagnosis.	
311	Write one full nursing diagnosis	_____ _____ _____ _____ _____ _____	

Skill assessment

Score the following activities according to the frequency you perform

1/ Not at all 2/ Not really 3/ Undecided 4/ somewhat 5/ Very much

No	Practices		2		5
401	Ability to apply theories of nursing practice				
402	Ability to maintain patient dignity, privacy and confidentiality(using nursing skills)				

403	Ability to practice principles of health and safety, including moving and handling, infection control; essential first aid and emergency first aid and emergency procedures					
404	Ability to safely administer medicine and other therapies; (using nursing skills, interventions/activities to provide optimum care					
405	Ability to consider emotional, physical, and personal care, including meeting the need for comfort, nutrition, personal hygiene and enabling the person to maintain the activities necessary for daily life; (using nursing skills, intervention/activities to provide optimum care)					
406	Respond to patient needs by planning, delivering and evaluating appropriate and individualized programs of care working in partnership with the patient, their care givers, family and other health workers.					