

# Work Environment Assessment Using the Individual Workload Perception Scale-Revised (IWPS-R)

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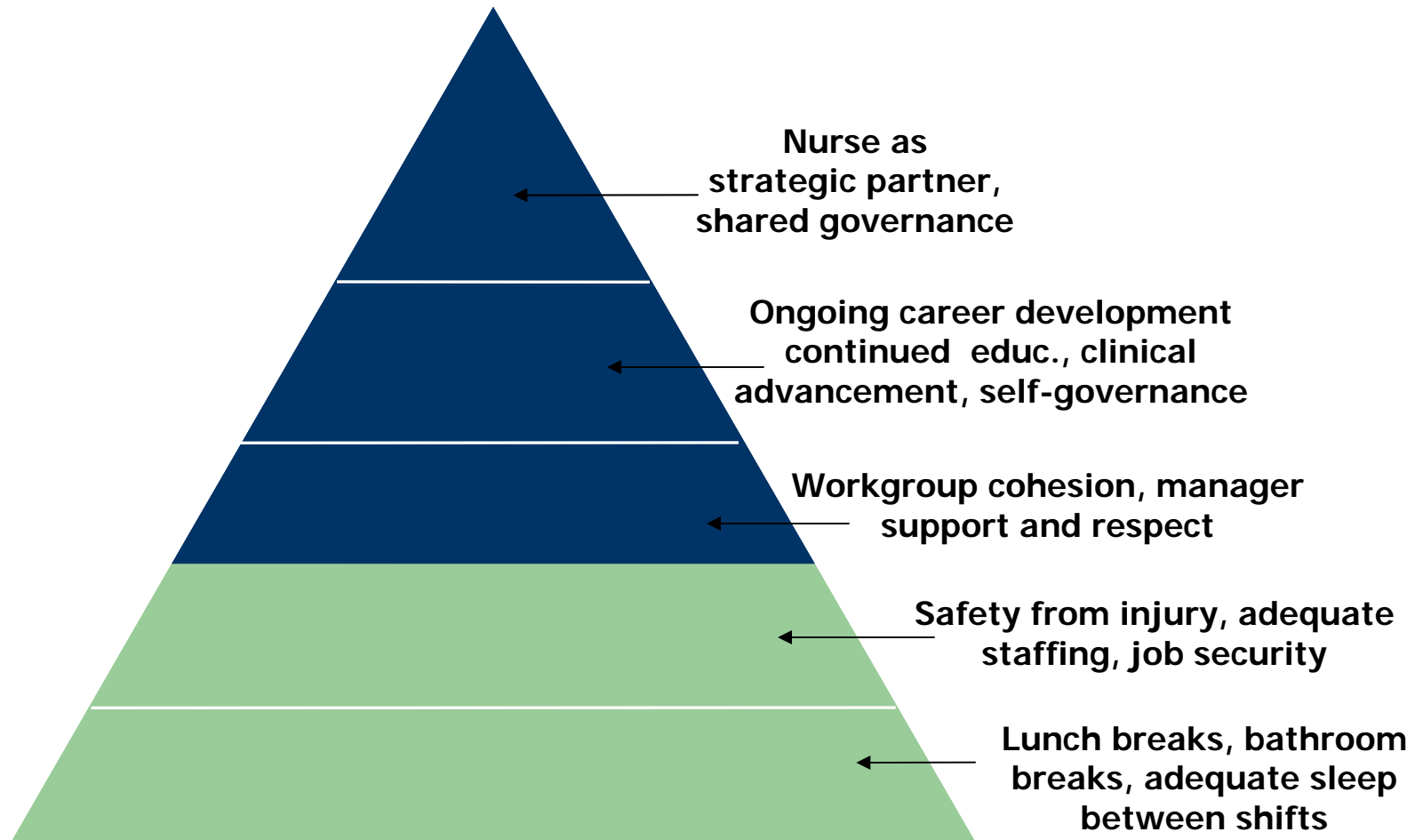
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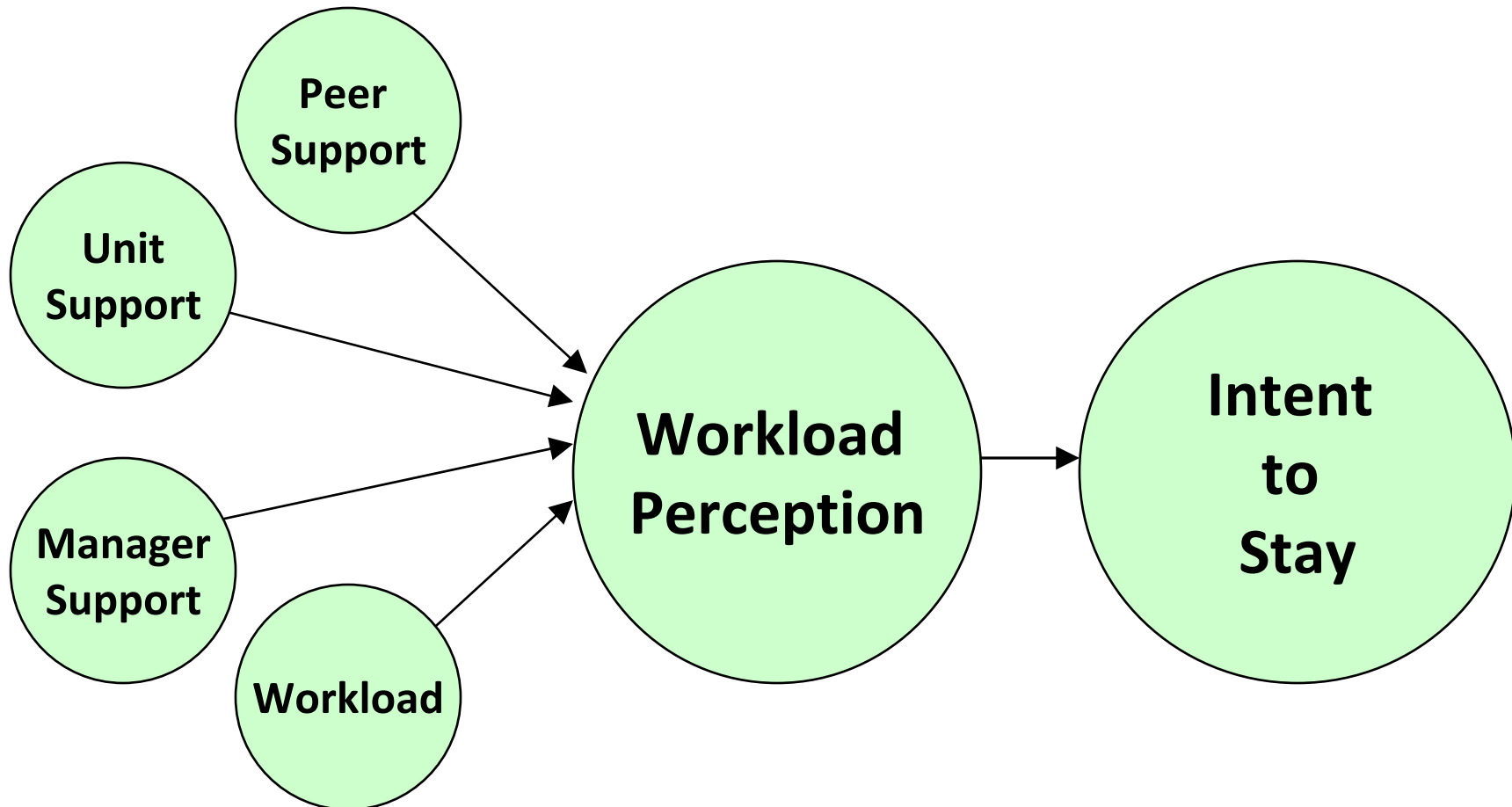
# Nurses Needs in the Work Environment Based on Maslow's Need Hierarchy



# Individual Workload Perception Scale- Revised – IWPS-R\*

- 5 point Likert-type scale
- 29 items
- **5 subscales**
  - **Manager support (MS)**
  - **Peer support (PS)**
  - **Unit support (US)**
  - **Workload (WL)**
  - **Intent to Stay (ITS)**
- **Overall Nurse Satisfaction Score**

# Individual Workload Perception and Intent to Stay



**Table 1: Individual Workload Perception Scale - Revised (IWPS-R) Subscales**

Subscale	Description	Alpha Reliability
Manager Support	The extent to which nurses perceive that their supervisors are helpful and concerned about their needs	0.87
Peer Support	The relationship that the nurses have with each other	0.84
Unit Support	The extent to which nurses feel they have access to the supplies, materials, resources, and services they need to do their jobs	0.68
Workload	The extent to which pressure and urgency dominate the work environment	0.81
Intent to Stay	A predictive subscale that attempts to measure the likelihood that nurses will stay in their current job for the next year	0.88
Nurse Satisfaction	The overall nursing satisfaction score is derived through an averaging of the subscales above	0.92

Cronbach Alpha values based on the Pediatric database, n=3080

# Demographics

- Year Born
- Gender
- Education Prep
- Year of planned retirement
- Years as a nurse
- Years in institution
- Years in department/unit
- Status (full/part time, prn)
- Primary Shift
- Primary Department
- Manager (boss) is responsible for how many units/departments?
- Do you work at more than one institution?
- Is your institution designated Magnet?

# References

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