

## Appendix A

	Variable	
1	Gender	<input type="checkbox"/> Male
		<input type="checkbox"/> Female
2	Age	<input type="checkbox"/> 20-30 years
		<input type="checkbox"/> 31-40 years
		<input type="checkbox"/> 41-50 years
		<input type="checkbox"/> 51-60 years
		<input type="checkbox"/> 61-70 years
3	Education	<input type="checkbox"/> Associate
		<input type="checkbox"/> Diploma
		<input type="checkbox"/> Bachelor
		<input type="checkbox"/> Masters
		<input type="checkbox"/> Other
4	Position	<input type="checkbox"/> Head nurse
		<input type="checkbox"/> Nurse
		<input type="checkbox"/> Director nurse
		<input type="checkbox"/> Methodologist nurse
		<input type="checkbox"/> Other
5	Years Experience	<input type="checkbox"/> 0-10 years
		<input type="checkbox"/> 11-20 years
		<input type="checkbox"/> 21-30 years
		<input type="checkbox"/> 31-40 years
		<input type="checkbox"/> 41-50 years
6	Years in Position	<input type="checkbox"/> 0-5 years
		<input type="checkbox"/> 6-10 years
		<input type="checkbox"/> 11-15 years
		<input type="checkbox"/> 16-20 years
		<input type="checkbox"/> 21-25 years
		<input type="checkbox"/> 26-30 years
		<input type="checkbox"/> 31-35 years

ORGANIZATIONAL STRUCTURE		
1	What level is your hospital?	<input type="checkbox"/> Primary
		<input type="checkbox"/> Secondary
		<input type="checkbox"/> Tertiary
2	Do you know the word "Leadership?"	<input type="checkbox"/> Yes
		<input type="checkbox"/> No
3		<input type="checkbox"/> Yes
		<input type="checkbox"/> No

	Do hospital policies and procedures have support the leadership of nurse managers?	<input type="checkbox"/> I do not know
4	What level of leadership responsibility does nurse manager?	<input type="checkbox"/> High
		<input type="checkbox"/> Medium
		<input type="checkbox"/> Low

Please indicate the extent to which you agree or disagree with the following statements:  
(1 – Strongly disagree, 2 – Disagree, 3 – Neutral, 4 – Agree, 5 – Strongly agree)

WORK ENVIRONMENT		
1	You have a stimulating, intellectual environment	1 2 3 4 5
2	The work associated with your position provides you with the opportunity to use a full range of nursing skills	1 2 3 4 5
3	The nursing manager environment allows you to make autonomous nursing care decisions to suit patient needs	1 2 3 4 5
4	Nurses receive adequate praise for work well done from nursing administration	1 2 3 4 5
5	The hospital organizational structure allows you to have a voice in policy making for nursing service	1 2 3 4 5
6	Nurse manager has an enough time to participate in patient care procedure	1 2 3 4 5
7	Good working relationships exist between you and your peers, including supervisor and physicians	1 2 3 4 5
8	Does your hospital have electronic registration for nursing care service	1 2 3 4 5
9	Encourages you to make adjustments in your nursing practice to suit patient needs	1 2 3 4 5
10	Your working environment offers an opportunity for professional growth	1 2 3 4 5
11	I make sure that my part in the group is understood by the group members	1 2 3 4 5
PERFORMANCE		
1	Position description of nurse manager is clear and adequate	1 2 3 4 5
2	<b>Performance of nurse's manager is directions of patient health care procedure</b>	1 2 3 4 5
3	<b>Nurse manager have nursing plan for each patient and check performance nursing procedure</b>	1 2 3 4 5
4	Nurse manager schedules the work to be done.	1 2 3 4 5
5	Nurse manager leads team nurses performance every day.	1 2 3 4 5
6	Nurse manager's teaching ability is good	1 2 3 4 5
7	Hospital supply new medical nursing techniques by nurse manager's intention	1 2 3 4 5
8	<b>Nurse managers care about professional development and medical research</b>	1 2 3 4 5
9	Nurse manager evaluates comments or complain issued by patient about nursing care	1 2 3 4 5
10	Monitoring and controlling the performance of nursing support staff within the unit.	1 2 3 4 5
11	Nurse manager asks that group members to follow standard rules and regulations.	1 2 3 4 5
BEHAVIOR		
1	I consider the moral and ethical consequences of decisions.	1 2 3 4 5
2	I am friendly and approachable	1 2 3 4 5
3	I overcome attempts made to challenge my leadership	1 2 3 4 5
4	I drive hard when here is a job to be done	1 2 3 4 5
PROBLEM SOLVER		
1	I can make accurate decisions.	1 2 3 4 5

2	Autonomous nurse manager has to make decision for patient care	1 2 3 4 5
3	The nursing department policy has to get nurse for problem-solving through direct way	1 2 3 4 5
TRANSFORMATIONAL ABILITY		
1	I go beyond self-interest for the good of the group.	1 2 3 4 5
2	I make clear what one can expect to receive when performance goals are achieved.	1 2 3 4 5
3	I permit the members to use their own judgment in solving problems	1 2 3 4 5
NURSE LEADERSHIP		
1	How much do you know about nursing leadership management?	1 2 3 4 5
2	What level do you think developing model nurse manager?	1 2 3 4 5
3	Do hospital policies and procedures have support the leadership of nurse managers?	1 2 3 4 5