Analysis of Individual Subscales of the Practice Environment

The five subscales of the work environment measure were tested individually in regression models predicting each outcome. The subscales of the PES were moderately correlated with each other (0.38-0.76) and strongly correlated with the PES (0.61-0.88). The subscales of the PES that were most strongly correlated with burnout were management and nursing leadership, and staffing and resource adequacy (-0.64). The interaction between each subscale and burnout was retained for consistency with the primary model, even where not statistical significant (Table 3). The subscales for nurse manager leadership and support, nursing foundations for quality care, and nurse participation in organizational affairs were significant predictors of both acute hospitalizations and community discharge. The subscale for staffing and resource adequacy was significantly associated with community discharge. The subscale for collegial nurse-physician relations was not associated with either outcome.

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| TABLE 3. Effects of Work Environment Sub-scales and Nurse Burnout on Risk-Adjusted Home Health Patient Outcomes (Agency N = 118) |
|  |  | **Acute Hospitalizations**† |  | **Community Discharge**‡ |
| Variables\* | **Coefficient (SE)** | **P** | **Coefficient (SE)** | **P** |
| Nurse Manager Leadership and Support | -2.17 (0.635) | 0.001 | 2.66 (0.735) | 0.000 |
|  Emotional Exhaustion  | -0.39 (0.124) | 0.002 | 0.42 (0.144) | 0.004 |
|  Interaction§ | -0.17 (0.078) | 0.030 | 0.21 (0.099) | 0.020 |
| Staffing and Resource Adequacy | -1.17 (0.704) | 0.098 | 1.78 (0.811) | 0.030 |
|  Emotional Exhaustion | -0.25 (0.138) | 0.067 | 0.30 (0.159) | 0.061 |
|  Interaction§ | -0.11 (0.071) | 0.122 | 0.16 (0.081) | 0.051 |
| Nursing Foundations for Quality of Care | -1.83 (0.598) | 0.003 | 2.74 (0.675) | 0.000 |
|  Emotional Exhaustion | -0.30 (0.117) | 0.013 | 0.36 (0.132) | 0.007 |
|  Interaction§ | -0.09 (0.069) | 0.196 | 0.15 (0.077) | 0.060 |
| Participation in Organizational Affairs | -1.36 (0.572) | 0.019 | 1.97 (0.659) | 0.003 |
|  Emotional Exhaustion | -0.24 (0.113) | 0.036 | 0.26 (0.130) | 0.045 |
|  Interaction§ | -0.13 (0.073) | 0.078 | 0.16 (0.084) | 0.056 |
| Collegial Nurse-Physician Relations | -0.38 (0.556) | 0.501 | 0.32 (0.651) | 0.627 |
|  Emotional Exhaustion | -0.11 (0.107) | 0.299 | 0.07 (0.126) | 0.576 |
|  Interaction§ | -0.10 (0.084) | 0.252 | 0.10 (0.099) | 0.294 |
| \*Models are all adjusted for State (California, New Jersey, Pennsylvania)§Interaction between Sub-scale of Work Environment and Nurse BurnoutWork Environment Sub-scale Model Statistics: Acute Hospitalizations; Community Discharge†NMLS F(5,112) = 9.30, p < 0.001, R2 = 0.293; ‡NMLS F(5,112) = 7.28, p < 0.001, R2 = 0.245†SRA F(5,112) = 6.10, p < 0.001, R2 = 0.214; ‡SRA F(5,112) = 4.57, p < 0.001, R2 = 0.169†NFQC F(5,112) = 7.50, p < 0.001, R2 = 0.251; ‡NFQC F(5,112) = 7.05, p < 0.001, R2 = 0.239†POA F(5,112) = 6.91, p < 0.001, R2 = 0.202; ‡POA F(5,112) = 5.38, p < 0.001, R2 = 0.194†CNPR F(5,112) = 5.37, p < 0.001, R2 = 0.193; ‡CNPR F(5,112) = 3.04, p = 0.01, R2 = 0.119 |