

## APPENDIX

### Scales Used in This Study:

1. The **Ergonomic Practices Scale** is constructed as an average of responses on the following six questions:

- (a) Work is designed to reduce patient lifting.
- (b) Work is designed to reduce lifting heavy equipment.
- (c) Work is designed to reduce pushing and pulling.
- (d) Work is designed to reduce bending, reaching, and stooping.
- (e) Ergonomic strategies are used to improve the design of work.
- (f) Ergonomic factors are considered in purchasing new tools, equipment, or furniture.

2. The **Safety Practices Scale** is constructed as an average of responses to the following questions:

- (a) Unsafe working conditions on the unit are identified and improved promptly.
- (b) The unit maintains excellent housekeeping.
- (c) Action is taken when safety rules are broken.
- (d) Supervisors on this unit (unit management) confront and correct unsafe behaviors and hazards when they occur.

3. The **Safety Leadership Scale** is based on one item:

- (a) Supervisors on this unit (unit management) are trained in job hazards and safe work practices for the jobs they supervise.