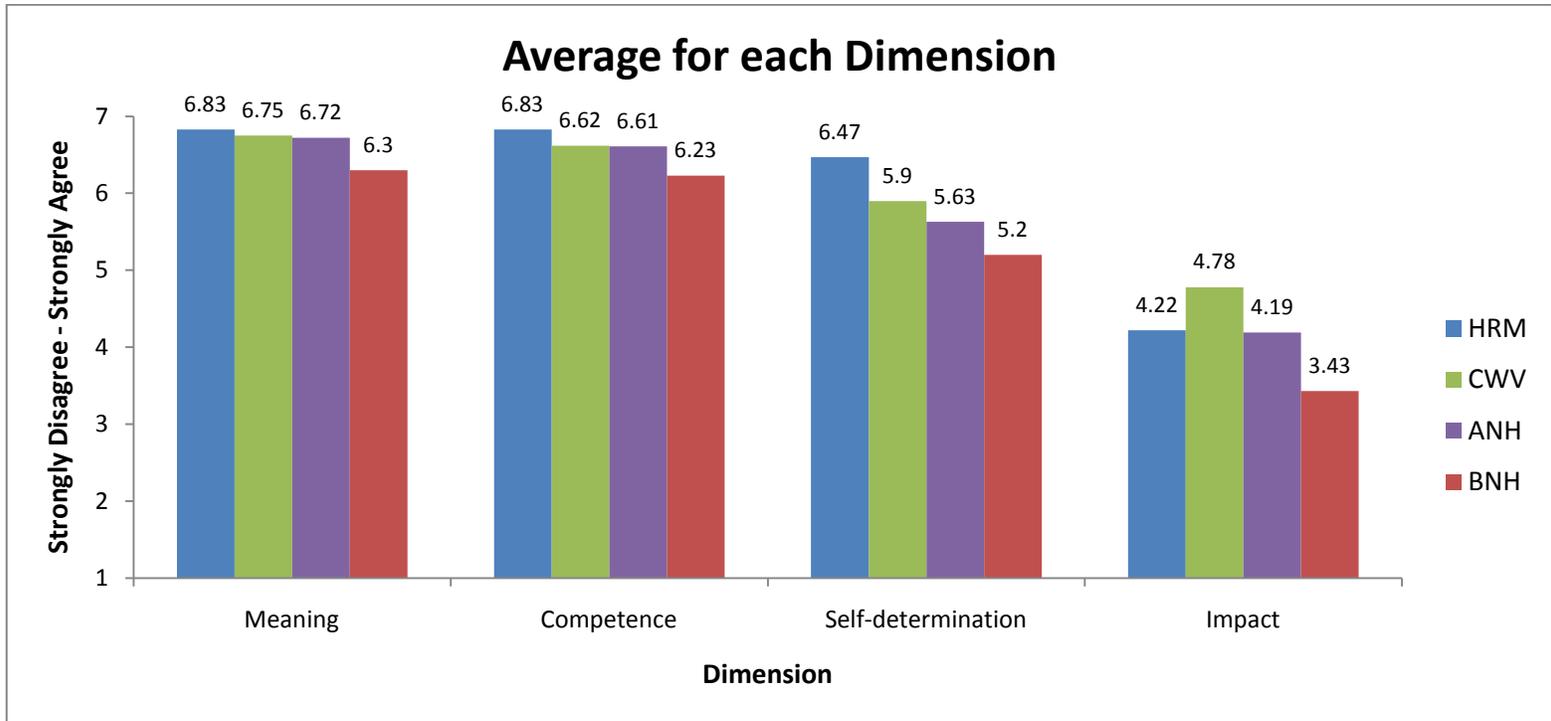


## Quality Palliative Care in Long Term Care (QPC-LTC) Alliance

Results from Psychosocial Empowerment in the Workplace (PEiW) Survey (PSW)  
Creek Way Village (CWV), Allendale Nursing Home (ANH), Bethammi Nursing Home (BNH)  
and Hogarth Riverview Manor (HRM) (08/10)



**HRM # of respondents = 24 out of a possible 44**  
**CWV # of respondents = 72 out of a possible 102**  
**ANH # of respondents = 86 out of a possible 124**  
**BNH # of respondents = 47 out of a possible 53**

PSWs from all four homes scored similarly for all categories. Meaning was scored highest by all homes and impact was scored lowest. CWV scored slightly higher for the dimension of impact.

<i><b>Dimension</b></i>	<i><b>Definition</b></i>	<i><b>Example</b></i>
<i><b>Meaning</b></i>	Fit between work requirements and beliefs, values and behaviours.	'The work I do is meaningful to me.'
<i><b>Competence</b></i>	Person's belief about his/her capabilities to produce effects.	'I am self-assured about my capabilities to perform my activities.'
<i><b>Self-determination</b></i>	Autonomy in the initiation and continuation of work behaviours and progress.	'I have considerable opportunity for independence and freedom in how I do my job.'
<i><b>Impact</b></i>	The degree to which an individual can influence strategic, administrative or operating outcomes at work.	'My impact on what happens in my department is large.'