2004 National Nursing Assistant Survey (Part of the 2004 National Nursing Home Survey) Data Dictionary Nursing Assistant Public Use File*						
*Technical notes on the use of nesting variables and sample weights are in the last section of this data dictionary.						
Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
	NANUM	N	5	1 - 5	Nursing Assistant Case Number	
	NAFACNUM	N	3	6 - 8	Facility (NAFACNUM is not the same as FACNUM in the resident public-use file, nor the same as CASENUM in the facility file. For requirements of confidentiality, the files cannot be linked using NAFACNUM, FACNUM, and CASENUM. The facilities with NAFACNUM = 1, FACNUM=1, and CASENUM = 1 across the three files are three different facilities, for example.	
A. Screening						
A1	**WORKNOW**	N	1	9	Is NA is currently working at NH facility	1. Yes 2. No
A3	**JOBTITLE**	N	2	10 - 11	Job title of NA	1. CNA 2. CNA II or CNA Supervisor 3. Certified nurse aide 4. Licensed nursing assistant 5. State tested nursing assistant 6. Geriatric nursing assistant 7. Nurse aide 91. Something else
A4	**BEFORE87**	N	1	12	Was job training received before 1987	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
B. Recruitment						
B1					Reason(s) for becoming a nursing assistant:	
a	**HELPING**	N	1	13	– Like helping other people	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
b	**FAMISNA**	N	1	14	– Family/friend also an NA	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
c	**WORKINHC**	N	1	15	– Wanted to work in health care	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
d	**JOBSECUR**	N	1	16	– Job security	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
e	**JOBAVAIL**	N	1	17	– Job readily available	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
f	**NEARBY**	N	1	18	– Job close to home	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
g	**WORKHOUR**	N	1	19	– Work hours fit schedule	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
h	**WHYNAOTH**	N	1	20	– Some other reason	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
h	**WHYNASPC**	N	2	21 - 22	Other reason specified	11. Educational, work, volunteer experience 12. Experience caring for others 13. Family background in health care 14. Learn to care for family/friend 15. Work where family/friend was 16. Because of training requirements 17. Advancement, better job 18. Benefits 19. Money 20. Likes being with people 21. Likes elderly people 22. Likes the work 23. Moral obligation; for God 24. Career change 25. Employer recommendation 26. Family recommendation 27. Health care professional recommendation 28. Other person recommendation 77. Refused 99. Not ascertained Blank. Not applicable
B2	**WHYMAIN**	N	2	23 - 24	Most important reason for becoming a NA	1. Like helping other people 2. Friend/family a CNA 3. Wanted to work in health care 4. Job security 5. Job readily available 6. Job close to home 7. Work hours fit schedule 8. Other reason 77. Refused 99. Not ascertained Blank. Not applicable
B3					How learned about a NA as a possible job	

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
"	FROMNEWS	N	1	25	– Newspaper advertisement/article	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMFAM	N	1	26	– Family/friend was one or recommended it	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMPROG	N	1	27	– School or job training program	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMTANF	N	1	28	– TANF or Work First Agency (TANF is Temporary Assistance for Needy Families	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMFAIR	N	1	29	– Job fair	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMNET	N	1	30	– Internet employment service	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMCARE	N	1	31	– Interested after providing care for family/friend	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
"	FROMOTH	N	1	32	– Other	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
B4	TIMENA	N	2	33 - 34	Total time worked as a NA	1. 6 months or less 2. More than 6 months to less than 1year 3. 1 year to less than 2 years 4. 2 to 5 years 5. 6 to 10 years 6. 11 to 20 years 7. More than 20 years 88. DK 99. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
B5	**BEFORENA**	N	1	35	What was SP mainly doing <u>before</u> becoming a NA	1. Working at another job 2. Going to school 3. Staying home with children 4. Unemployed 5. Something else 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
B5a,b	**BEFOREOC**	C	7	36 - 42	Type of Occupation *(if working)* (Standard Occupational Classification (SOC) 2000; see http://www.bls.gov/soc/home.htm)	Valid code 8888888. DK 9999999. Not ascertained Blank. Not applicable
B6	**BEFOREIN**	C	6	43 - 48	Type of Industry *(if working)* (North American Industry Classification System (NAICS); see http://www.bls.gov/bls/naics.htm)	Valid code 888888. DK 999999. Not ascertained Blank. Not applicable
B7	**AGAINNA**	N	1	49	Likelihood of choosing to become a NA again	1. Definitely become one 2. Probably become one 3. Probably not become one 4. Definitely not become one 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
C. Education/Training/ Licensure						
C1	**TRAINLOC**	N	1	50	Where did NA receive initial training	1. Nursing facility 2. Community college 3. High school 4. Vocational, technical, trade school 5. Somewhere else 8. DK Blank. Not applicable
C1a	**TRNLOC1**	N	2	51 - 52	Other training site (specified)	4. At a nursing school 5. Adult education center 7. Military 8. Public agency/government 9. 4 year college 10.School, NEC 11. Personal care home 12. Self taught 13. Nursing associaton or group 14. Charity non-profit organization 15. Other 88. DK 99. Not ascertained Blank. Not applicable
C2	**NAPAY**	N	1	53	How much of training costs did NA pay	1. All 2. Part 3. None 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
C3	**ELSEPAY**	N	1	54	Who else paid for training costs	1. Employer 2. Someone else 7. Refused 8. DK Blank. Not applicable
C3a	**ELSEPAY1**	N	2	55 - 56	Other training payment source (specify)	2. Self or family 3. High school program 4. Nursing home/hospital 5. Government program 6. Vocational/trade school 7. Adult education 8. Religious organization 9. Non-profit organization 10. Military 11. Other Federal program 12. Student financial aid 13. JTPA, WIA 14. Job program 15. College 17. Union 18. Previoius employer 19. Tribe 20. School, NOS 21.Multiple sources 99. Not ascertained Blank. Not applicable
C4	**EMPLPAY**	N	1	57	Did employer reimburse NA for any of the money they spent for initial training	1. Yes 2. No 8. DK Blank. Not applicable
C5					How well did initial NA training prepare you to	
a	**RATEADL**	N	1	58	– Perform resident care skills, such as, bathing, eating, dressing and moving (ADLs)	1. Excellent 2. Good 3. Fair 4. Poor Blank. Not applicable
b	**RATETALK**	N	1	59	– Talk with residents	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
c	**RATECOWK**	N	1	60	– Work with co-workers	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
d	**RATEFAM**	N	1	61	– Discuss resident's care with family members	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
e	**RATESUP**	N	1	62	– Work with supervisors	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
f	**RATEPROB**	N	1	63	– Fix or deal with problems at work	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
g	**RATEINFO**	N	1	64	– Record residents' information	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
h	**RATETIME**	N	1	65	– Organize work tasks to complete them on time	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered Blank. Not applicable
i	**RATEDEM**	N	1	66	– Dementia care	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
j	**RATEABUS**	N	1	67	– Work with abusive residents	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
k	**RATEHURT**	N	1	68	– Prevent work injuries	1. Excellent 2. Good 3. Fair 4. Poor 5. Not offered 8. DK Blank. Not applicable
C6	**RATING**	N	1	69	How well did initial training prepare NA for working in a nursing home	1. Well prepared 2. Somewhat prepared 3. Not prepared at all 8. DK Blank. Not applicable
C7	**OTHTOPIC**	N	1	70	Were any topics not covered in training that would help when starting work as a NA	1. Yes 2. No 8. DK Blank. Not applicable
C8					What topics should have been covered in initial NA training	

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**MOREADL**	N	1	71	– Resident care skills, such as, bathing, eating, dressing and moving (ADLs)	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREDEM**	N	1	72	– Dementia care	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREABUS**	N	1	73	– Working with abusive residents	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MORETALK**	N	1	74	– Talking with residents	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREFAM**	N	1	75	– Discussing resident's care with family members	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MORECOWK**	N	1	76	– Working with co-workers	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MORESUP**	N	1	77	– Working with supervisors	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREPROB**	N	1	78	– Fixing or dealing with problems at work	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREHURT**	N	1	79	– Preventing work injuries	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MORETIME**	N	1	80	– Organizing work tasks to complete them on time	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREINFO**	N	1	81	– Recording residents' information	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**MOREOTH**	N	1	82	– Other	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
C8a	MOREOTH1	N	2	83 - 84	Other topic 1	22. Residents mental problems 23. Dealing with death 24. Assisting families/residents 25. Infectious disease 26. Job benefits and employee rights training 27. Emergencies 28. Realistic description of job requirements 29. Practical/hands on training 30. Catheter care 31. Colostomy care 32. Incontinent care 33. Communications, people skills 34. Recreation activities, rehab 35. Stress/burnout 36. Facility administration and operations 37. Legal issues/liability 38. Vital signs 39. Medical equipment use 40. Resident behavior 41. Lift and use of lifts 42. Hospice care 43. Abuse, resident neglect 44. Medications 45. Nutrition 46. Medical treatments 47. Training on specific diseases 99. Not ascertained Blank. Not applicable
C8a	MOREOTH2	N	2	85 - 86	Other topic 2	24. Assisting families/residents 25. Dealing with infectious disease 26. Job benefits and employee rights training 28. Realistic description of job requirements 29. Practical/hands on training 30. Catheter care 33. Communications, people skills 34. Recreation activities, rehabilitation 35. Dealing with stress/burnout 36. Facility administration and operations 37. Legal issues/liability 41. Lifting and use of lift devices 46. Medical treatments and procedures Blank. Not applicable
C8a	MOREOTH3	N	2	87 - 88	Other topic 3	23. Dealing with death Blank. Not applicable
C9	TRAINTYP	N	1	89	Was NA initial training mostly hand-on, classroom study, or evenly split	1. Working with residents 2. Evenly split 3. Classroom study 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
C10	BUDDY	N	1	90	Was NA assigned a mentor or buddy for first job	1. Yes 2. No 8. DK Blank. Not applicable
C10a	BUDDYHLP	N	1	91	Was having a mentor or buddy helpful	1. Yes 2. No 8. DK Blank. Not applicable
C11a	ED2YEAR	N	1	92	Did NA take any continuing education classes in past 2 years	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
C12					<u>Did continuing education classes cover</u>:	
a	EDADL	N	1	93	– Resident care skills, such as bathing ,eating, dressing and moving (ADLs)	1. Yes 2. No Blank. Not applicable
b	EDTALK	N	1	94	– Talking with residents	1. Yes 2. No 8. DK Blank. Not applicable
c	EDCOWORK	N	1	95	– Working with co-workers	1. Yes 2. No 8. DK Blank. Not applicable
d	EDFAMILY	N	1	96	– Discussing resident's care with family members	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
e	EDSUPER	N	1	97	– Working with supervisors	1. Yes 2. No 8. DK Blank. Not applicable
f	EDPROB	N	1	98	– Fixing or dealing with problems at work	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
g	EDINFO	N	1	99	– Recording residents' information	1. Yes 2. No 8. DK Blank. Not applicable
h	EDTIME	N	1	100	– Organizing work tasks to complete on time	1. Yes 2. No 8. DK Blank. Not applicable
i	EDMENTOR	N	1	101	– Training to mentor other NAs	1. Yes 2. No 8. DK Blank. Not applicable
j	EDDEMENT	N	1	102	– Dementia care	1. Yes 2. No 8. DK Blank. Not applicable
k	EDABUSE	N	1	103	– Working with abusive residents	1. Yes 2. No 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
l	**EDINJURY**	N	1	104	– Preventing work injuries	1. Yes 2. No Blank. Not applicable
m	**EDOTHER**	N	1	105	– Other	1. Yes 2. No 8. DK Blank. Not applicable
C12m1	**EDOTHER1**	N	2	106 - 107	Other continuing education topic 1	22. Working with residents with mental problems 23. Dealing with death 24. Assisting families/residents 25. Infectious disease 26. Job benefits and employee rights training 27. Emergencies 30. Catheter care 31. Colostomy care 32. Incontinent care 33. Communications, people skills 34. Recreation activities, rehab 35. Stress/burnout 36. Facility administration and operations 37. Legal issues/liability 38. Vital signs 39. Use of medical equipment, testing 40. Managing resident behavior 41. Lifting and use of lifts 42. Hospice care 43. Abuse, resident abuse 44. Medications 45. Nutrition 46. Medical treatments/procedures 47. Training on specific diseases 88. DK 99. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
C12m1	EDOTHER2	N	2	108 - 109	Other continuing education topic 2	23. Dealing with death 24. Assisting families/residents 25. Dealing with infectious disease 26. Job benefits and employee rights training 27. Emergencies 30. Catheter care 31. Colostomy care 32. Incontinent care 33. Communications, people skills 34. Recreation activities, rehabilitation 35. Stress/burnout 36. Facility administration and operations 37. Legal issues/liability 38. Vital signs 39. Medical equipment use, testing 41. Lifting and use of lifts 42. Hospice care 43. Abuse, resident neglect 44. Medications 45. Nutrition 46. Medical treatments/procedures 47. Training on specific diseases Blank. Not applicable
C12m1	EDOTHER3	N	2	110 - 111	Other continuing education topic 3	23. Dealing with death 25. Dealing with infectious disease 27. Emergencies 30. Catheter care 32. Incontinent care 34. Recreation activities, rehabilitation 35. Dealing with stress/burnout 37. Legal issues/liability 39. Use of medical equipment, testing 43. Abuse, resident neglect 44. Medications 45. Nutrition 46. Medical treatments/procedures Blank. Not applicable
C12m1	EDOTHER4	N	2	112 - 113	Other continuing education topic 4	25. Infectious Disease 37. Legal issues/liability Blank. Not applicable
C13					<u>Where did NA take continuing education classes</u>	
"	EDFACIL	N	1	114	– At a nursing facility	1. Yes 2. No 8. DK Blank. Not applicable
"	EDCOLLEG	N	1	115	– At a community college	1. Yes 2. No 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
"	**EDHIGH**	N	1	116	– In high school	1. Yes 2. No 8. DK Blank. Not applicable
"	**EDPLACE**	N	1	117	– Somewhere else	1. Yes 2. No 8. DK Blank. Not applicable
C13a	**EDLOCOTH**	N	2	118 - 119	Where else NA taken continuing education classes	4. Nursing School 5. Adult education center 6. Vocational, technical or trade school 8. Public agency/government 9. 4 year college 10. School, NEC 11. Personal care home 12. Self taught 13. Nursing association or group 14. Charity non-profit organization 88. DK 99. Not ascertained Blank. Not applicable
C14	**EDUSEFUL**	N	1	120	How useful were continuing education classes	1. Very useful 2. Somewhat useful 3. Not at all useful Blank. Not applicable
C15	**NHPAYED**	N	1	122	Does facility offer/pay for continuing education classes/training	1. Yes 2. No 8. DK Blank. Not applicable
C16	**NATOPICS**	N	1	122	How much say does NA have in topics covered in classes paid/offered by employer	1. A lot 2. Some 3. A little 4. None 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
C17					What topics should be covered in classes at current job	
"	**COVNONE**	N	1	123	– None/no topics	3. None 7. Refused 8. DK Blank. Not applicable
"	**COVMEDS**	N	1	124	– Medication management	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	**COVPAIN**	N	1	125	– Pain management	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	COVDEMEN	N	1	126	– Dementia care	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVMENTL	N	1	127	– Residents with mental illness	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVMOVE	N	1	128	– Moving/lifting residents	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVTALK	N	1	129	– Communicating with residents	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVFAM	N	1	130	– Working with residents family members	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVEND	N	1	131	– End of life issues/coping with grief	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVSUPER	N	1	132	– Working with supervisors	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVPROB	N	1	133	– Dealing with problems at work	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVTIME	N	1	134	– Time management/organizing work tasks	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
"	COVHURT	N	1	135	– Workplace injury prevention	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**COVOTH**	N	1	136	– Other	1. Yes 2. No 3. None 7. Refused 8. DK Blank. Not applicable
C17a	**TOPIC1**	N	2	137 - 138	Other topics that should be covered in classes at current job	24. Family dealing with death 25. Infectious disease 26. Benefits/ employee rights 27. Emergencies 28. Description of requirements 29. Practical/hands on training 30. Catheter care 31. Colostomy care 32. Incontinent care 33. Communication/people skills 34. Recreation, rehabilitation 35. Dealing with stress/burnout 36. Facility operations/admin 37. Legal issues 38. Vital signs 39. Use of medical equipment 40. Resident behavior 42. Hospice care 43. Resident abuse/neglect 45. Nutrition 46. Medical treatment/procedures 47. Specific diseases 48. Working with co-workers 49. Harrassment by residents 50. Abuse, NOS 51. Recording information 52. ADL skills 53. Basic education, GED 54. Professional advancement 99. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
C17a	**TOPIC2**	N	2	139 - 140		25. Infectious Disease 26. Benefits/employee rights 27. Emergencies 28. Description of requirements 29. Practical/hands on training 30. Catheter care 31. Colostomy care 32. Incontinent care 33. Communication/people skills 34. Recreation, rehabilitation 35. Dealing with stress/burnout 37. Legal issues/liability 38. Vital signx 39. Use of medical equipment 40. Resident behavior 42. Hospice care 43. Resident abuse/neglect 45. Nutrition 46. Medical treatment/procedures 47. Specific diseases 48. Working with co-workers 49. Harrassment by residents 50. Abuse, NOS 51. Recording information 52. ADL skills 53. Basic education, GED 54. Professional development Blank. Not applicable
C17a	**TOPIC3**	N	2	141 - 142		25. Infectious Disease 26. Benefits/employee rights 27. Emergencies 30. Catheter care 33. Communication/people skills 35. Dealing with stress/burnout 40. Resident behavior 42. Hospice care 50. Abuse NEC 52. ADL skills Blank. Not applicable
C18	**WHATELSE**	N	1	143	Could facility do anything to encourage NA to take more training	1. Yes 2. No 3. Maybe 7. Refused 8. DK Blank. Not applicable
C19					What would encourage NA to take more training	
"	**IFPAID**	N	1	144	– Free training/ paid to attend training	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**IFRAISE**	N	1	145	– Increase in salary/hourly wage	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**IFBONUS**	N	1	146	– One-time bonus	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**IFBENE**	N	1	147	– New/better benefits	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**IFPROMO**	N	1	148	– Promotion	1. Yes 2. No 7. Refused 8. DK Not applicable
"	**IFTITLE**	N	1	149	– Change in job title	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**IFADDJOB**	N	1	150	– Additional job responsibilities	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**IFCONVEN**	N	1	151	– Convenience of training (time/location)	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**IFOTH**	N	1	152	– Other	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
C19a	**TRAIN1**	N	2	153 - 154	What else would encourage NA to take more training- Other specify #1	20. Course on specific topic 21. Better training/topics 22. Provide childcare 23. Provide staff replacement on floor 24. Provide transportation 25. Offer training as in service 30. Reward with better working conditions 31. Reward with better hours 32. Reward with a gift 33. Reward with free food/lunch 34. Reward with job security 35. Reward with paid time off 40. Make it mandatory 41. Advertise importance 42. Personal encouragement 43. Offer training 50. An intrinsic reward 88. DK 99. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
C19a	**TRAIN2**	N	2	155 - 156	What else would encourage NA to take more training- Other specify #2	20. Course on specific topic 21. Better training/topics 25. Offer training as in service 30. Reward with better working conditions 33. Reward with free food/lunch 34. Reward with job security 41. Advertise importance 42. Personal encouragement 43. Offer training 50. An intrinsic reward Blank. Not applicable
C19a	**TRAIN3**	N	2	157 - 158	What else would encourage NA to take more training- Other specify #3	20. Course on specific topic 21. Better training/topics Blank. Not applicable
					D. Job History	
D1a	**JOBSYR5**	N	1	159	Number of jobs NA had in past 5 years	1. One job 2. Two-four jobs 3. Five-seven jobs 4. Eight-ten jobs 5. More then ten jobs 8. DK
D1b	**JOBSYR2**	N	2	160 - 161	Number of jobs NA had in past 2 years	1- 7. Number of jobs 77. Refused 88. DK
					JOB 1: Sampled facility	
DERIVED	**JOBTIME1**	N	3	162 - 164	Total time worked at nursing home facility (in months)	0. Less than one month 1-299. Months 300 = 300 or more months 999. Not ascertained
DERIVED	**JOBSTAT1**	N	1	165	Is NA currently working at Job 1	1. Yes 2. No
D6	**NHHOURS**	N	3	166 - 168	Hours usually worked per week	5-90. Hours per week 777. Refused 888. DK
D6a	**NHPAIDHR**	N	1	169	Is NA paid by the hour	1. Yes 2. No 7. Refused 8. DK
D6a2	**NHRATEHR**	N	5	170 - 174	Hourly rate of pay	4.60-19.21. Hourly rate 77.77. Refused 88.88. DK Blank. Not applicable
D6b1	**NHWAGES**	N	5	175 - 179	Amount of wages The unit of the amount recorded in NHWAGES varies across cases. The unit of the recorded amount is indicated in NHWAGEUN.	150-2686. Wages 77777. Refused 88888. DK Blank. Not applicable
D6b2	**NHWAGEUN**	N	1	180	Wage unit	2. Per week 3. Every two weeks 4. Twice a month 5. Per month Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
D6d	**NHWHYSTP**	N	1	181	Reason NA stopped working at this job	1. Laid off/job ended/ promotion/transfer 2. Quit 3. Fired 7. Refused 8. DK Blank. Not applicable
					<u>JOB 2</u>	
D4a2; 4b	**JOB2OCC**	C	7	182 - 188	JOB 2: Type of Occupation (Standard Occupational Classification (SOC) 2000; see http://www.bls.gov/soc/home.htm)	Valid code 8888888. DK 9999999. Not ascertained Blank. Not applicable
D5	**JOB2IND**	C	6	189 - 194	Type of Industry (North American Industry Classification System (NAICS); see http://www.bls.gov/bls/naics.htm)	Valid code 888888. DK 999999. Not ascertained Blank. Not applicable
DERIVED	**JOBTIME2**	N	3	195 - 197	Total time worked at Job #2 (in months)	0. Less than one month 1-429. Months 999. Not ascertained Blank. Not applicable
DERIVED	**JOBSTAT2**	N	1	198	Is NA currently working at Job 2	1. Yes 2. No 9. Not ascertained Blank. Not applicable
D6	**J2HOURS**	N	3	199 - 201	JOB 2: Hours usually worked per week	0-99. Hours per week 777. Refused 888. DK Blank. Not applicable
D6a	**J2PAIDHR**	N	1	202	Is NA paid by the hour	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D6a2	**J2RATEHR**	N	5	203 - 207	Hourly rate of pay	1-25.00 Hourly rate 77.77. Refused 88.88. DK Blank. Not applicable
D6b1	**J2WAGES**	N	6	208 - 213	Amount of wages The unit of the amount recorded in J2WAGES varies across cases. The unit of the recorded amount is indicated in J2WAGEUN.	20-36000. Wages 777777. Refused 888888. DK Blank. Not applicable
D6b2	**J2WAGEUN**	N	2	214 - 215	Wage unit	1. Per day 2. Per week 3. Every two weeks 4. Twice a month 5. Per month 6. Per year 91. Other Blank. Not applicable
D6b2a	**J2OTHUN**	N	2	216 - 217	Wage unit- other	7. Per hour 8. Per house 9. Per job 20. No pay Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
D6d	**J2WHYSTP**	N	1	218	Reason NA stopped working at this job	1. Laid off/job ended/ promotion/transfer 2. Quit 3. Fired 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
					JOB 3	
D4a2; 4b	**JOB3OCC**	C	7	219 - 225	JOB 3: Type of Occupation (Standard Occupational Classification (SOC) 2000; see http://www.bls.gov/soc/home.htm)	Valid code 9999999. Not ascertained Blank. Not applicable
D5	**JOB3IND**	C	6	226 - 231	Type of Industry (North American Industry Classification System (NAICS); see http://www.bls.gov/bls/naics.htm)	Valid code 999999. Not ascertained Blank. Not applicable
DERIVED	**JOBTIME3**	N	3	232 - 234	Total time worked at Job #3 (in months)	0. Less than one month 1-353. Months 999. Not ascertained Blank. Not applicable
DERIVED	**JOBSTAT3**	N	1	235	Is NA currently working at Job 3	1. Yes 2. No 9. Not ascertained Blank. Not applicable
D6	**J3HOURS**	N	3	236 - 238	JOB 3: Hours usually worked per week	0-99. Hours per week 888. DK Blank. Not applicable
D6a	**J3PAIDHR**	N	1	239	Is NA paid by the hour	1. Yes 2. No 8. DK Blank. Not applicable
D6a2	**J3RATEHR**	N	5	240 - 244	Hourly rate of pay	2-20.00 Hourly rate 77.77. Refused 88.88. DK Blank. Not applicable
D6b1	**J3WAGES**	N	5	245 - 249	Amount of wages The unit of the amount recorded in J3WAGES varies across cases. The unit of the recorded amount is indicated in J3WAGEUN.	20-2865 Wages 88888. DK Blank. Not applicable
D6b2	**J3WAGEUN**	N	2	250 - 251	Wage unit	2. Per week 3. Every two weeks 4. Twice a month 5. Per month 6. Per year 91. Other Blank. Not applicable
D6b2a	**J3OTHUN**	N	2	252 - 253	Wage unit- other	20. No pay 21. Self employed Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
D6d	**J3WHYSTP**	N	1	254	Reason NA stopped working at this job	1. Laid off/job ended/promotion/transfer 2. Quit 3. Fired 7. Refused 8. DK Blank. Not applicable
					JOB 4	
D4a2; 4b	**JOB4OCC**	C	7	255 - 261	JOB 4: Type of Occupation (Standard Occupational Classification (SOC) 2000; see http://www.bls.gov/soc/home.htm)	Valid code 8888888. DK 9999999. Not ascertained Blank. Not applicable
D5	**JOB4IND**	C	6	262 - 267	Type of Industry (North American Industry Classification System (NAICS); see http://www.bls.gov/bls/naics.htm)	Valid code 999999. Not ascertained Blank. Not applicable
DERIVED	**JOBTIME4**	N	3	268 - 270	Total time worked at Job #4 (in months)	0. Less than one month 1-173. Months 999. Not ascertained Blank. Not applicable
DERIVED	**JOBSTAT4**	N	1	271	Is NA currently working at Job 4	1. Yes 2. No 9. Not ascertained Blank. Not applicable
D6	**J4HOURS**	N	3	272 - 274	JOB 4: Hours usually worked per week	2-99. Hours per week 888. DK Blank. Not applicable
D6a	**J4PAIDHR**	N	1	275	Is NA paid by the hour	1. Yes 2. No 8. DK Blank. Not applicable
D6a2	**J4RATEHR**	N	5	276 - 280	Hourly rate of pay	3.00-30.00 Hourly rate 88.88. DK Blank. Not applicable
D6b1	**J4WAGES**	N	5	281 - 285	Amount of wages The unit of the amount recorded in J4WAGES varies across cases. The unit of the recorded amount is indicated in J4WAGEUN.	30-5500 Wages 88888. DK Blank. Not applicable
D6b2	**J4WAGEUN**	N	2	286 - 287	Wage unit	2. Per week 3. Every two weeks 4. Twice a month 5. Per month 91. Other Blank. Not applicable
D6b2a	**J4OTHUN**	N	2	288 - 289	Wage unit- other	20. No pay Blank. Not applicable
D6d	**J4WHYSTP**	N	1	290	Reason NA stopped working at this job	1. Laid off/job ended/ promotion/transfer 2. Quit 3. Fired 8. DK Blank. Not applicable
					JOB 5	

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
D4a2; 4b	**JOB5OCC**	C	7	291 - 297	JOB 5: Type of Occupation (Standard Occupational Classification (SOC) 2000; see http://www.bls.gov/soc/home.htm)	Valid code 7777777. Refused 9999999. Not ascertained Blank. Not applicable
D5	**JOB5IND**	C	6	298 - 303	Type of Industry (North American Industry Classification System (NAICS); see http://www.bls.gov/bls/naics.htm)	Valid code 999999. Not ascertained Blank. Not applicable
DERIVED	**JOBTIME5**	N	3	304 - 306	Total time worked at Job #5 (in months)	0. Less than one month 1-120. Months 999. Not ascertained Blank. Not applicable
DERIVED	**JOBSTAT5**	N	1	307	Is NA currently working at Job 5	1. Yes 2. No 9. Not ascertained Blank. Not applicable
D6	**J5HOURS**	N	3	308 - 310	JOB 5: Hours usually worked per week	4-80. Hours per week 888. DK Blank. Not applicable
D6a	**J5PAIDHR**	N	1	311	Is NA paid by the hour	1. Yes 2. No 8. DK Blank. Not applicable
D6a2	**J5RATEHR**	N	5	312 - 316	Hourly rate of pay	5.15-15.25 Hourly rate 88.88. DK Blank. Not applicable
D6b1	**J5WAGES**	N	5	317 - 321	Amount of wages The unit of the amount recorded in J5WAGES varies across cases. The unit of the recorded amount is indicated in J5WAGEUN.	10-1250. Wages 88888. DK Blank. Not applicable
D6b2	**J5WAGEUN**	N	1	322	Wage unit	1. Per day 2. Per week 3. Every two weeks 5. Per month Blank. Not applicable
D6d	**J5WHYSTP**	N	1	323	Reason NA stopped working at this job	1. Laid off/job ended/ promotion/ transfer 2. Quit 3. Fired 8. DK Blank. Not applicable
D7					How NA found job at sampled facility	
"	**FINDNEWS**	N	1	324	– Newspaper	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDPHON**	N	1	325	– Phonebook	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**FINDFAM**	N	1	326	– Family /friend was one or recommended it	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDPROG**	N	1	327	– Facility was part of training program	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDCLAS**	N	1	328	– School or job training program	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDFAIR**	N	1	329	– Job fair	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDEMPL**	N	1	330	– Internet employment service	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDTANF**	N	1	331	– TANF/Work first agency	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**FINDOTH**	N	1	332	– Other	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D8					<u>Benefits offered to NA at sampled facility</u>	
a	**PAYSICK**	N	1	333	– Paid sick leave	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
b	**PAYDAYS**	N	1	334	– Paid holidays off	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
c	**PAYPERS**	N	1	335	– Other paid time off, vacation/personal days	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
d	**PAYEXTRA**	N	1	336	– Extra pay for working holidays	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
e	**PENSION**	N	1	337	– Retirement or pension plan	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
f	**PAYCHILD**	N	1	338	– Paid child care, subsidies, or assistance	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
g	**PAYTRANS**	N	1	339	– Paid transportation, subsidies, or assistance	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D8a	**HIAVAIL**	N	1	340	Is health insurance available to NA at current job	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D8b	**NAHASNHI**	N	1	341	Is NA currently participating in health insurance plan	1. Yes 2. No 9. Not ascertained Blank. Not applicable
D8c	**WHYNONHI**	N	2	342 - 343	Why NA not participating in health insurance plan	1. Can't afford/ expensive 2. Covered by other plan 3. Have Medicaid/Medicare 4. Not worked enough to be eligible 5. Don't need insurance 91. Other reason 88. DK 99. Not ascertained Blank. Not applicable
D8c1	**OTHNONHI**	N	2	344 - 345	Other reason for not participating in health insurance plan	6. Not a good plan 7. Not eligible-part-time 8. Not eligible due to age 9. Not eligible-NOS 10. Paperwork problem 11. Chose higher wage 12. Doctor's don't acept plan 88. DK 99. Not ascertained Blank. Not applicable
D8d	**NHFAMHI**	N	1	346	Is health insurance coverage available for other family members	1. Yes 2. No 8. DK 9. Not ascertained Not applicable
D9	**NAGOVHI**	N	1	347	Does NA participate in any government programs that pay for medical care (such as Medicaid)	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D9a	**NAOTHHI**	N	1	348	Does NA (also) have any health insurance coverage through spouse/partner's employer or purchased on their own	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
D10	ENOUGHHR	N	1	349	Would NA prefer to work more/fewer hours or is work hours about right	1. More hours 2. Fewer hours 3. Hours about right 7. Refused 8. DK Blank. Not applicable
D10a					Reasons NA cannot work more at current job	
"	FULLSTAF	N	1	350	– Facility has enough employees	1. Yes 2. No 8. DK Blank. Not applicable
"	NOHRFAM	N	1	351	– Child care or family issues	1. Yes 2. No 8. DK Blank. Not applicable
"	NOHRHEAL	N	1	352	– Health issues	1. Yes 2. No 8. DK Blank. Not applicable
"	NOHROTH	N	1	353	– Other reason	1. Yes 2. No 8. DK Blank. Not applicable
D10a1	NOHRWHY1	N	2	354 - 355	First (other) reason for not working more hours	4. Going to school 5. Have another job 6. Facility wants to keep person part-time 7. Distance from home 8. Additional hours don't fit NAs schedule 9. State regulation limits hours 10. Combination of 4 and 5 11. On probation/new employee 12. Problems with pay for additional hours 13. Problems with working conditions for extra hours 20. Reason inconsistent with wanting more hours 88. DK 99. Not ascertained Blank. Not applicable
D10a1	NOHRWHY2	N	2	356 - 357	Second (other) reason for not working more hours	5. Have another job 20. Reason inconsistent with wanting more hours Blank. Not applicable
D11	OTMUSTDO	N	1	358	Is NA ever required to work mandatory overtime	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D12	OTFREQ	N	1	359	Number of times in past month required to work mandatory overtime	0. None 1. 1 to 2 times 2. 3 to 5 times 3. Over 5 times 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
D13a	**PAYRAISE**	N	1	360	Has NA had a pay increase in past 12 months	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
D14					Does current employer offer	
a	**NHBONUS**	N	1	361	– Bonuses	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
b	**NHTIMEOF**	N	1	362	– Time off for good work	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
c	**NHTUITN**	N	1	363	– Tuition reimbursement/subsidy	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
d	**NHOTHBEN**	N	1	364	– Anything else	1. Yes 2. No Blank. Not applicable
D14d1	**BENSPEC**	N	2	365 - 366	Other benefits specified	4. Parties, luncheons, holiday gifts/money 5. 401K and other personal savings plans 6. Insurance, health, dental, life, car, etc. 7. Praise, recognition, appreciation 8. Shift/holiday differential pay 9. Overtime pay 10. Paid time off, holidays, sick days, etc. 11. Clothing/uniform allowance 12. Employee assistance program (EAP) 13. Games, contests, lotteries 14. Loans, payroll advances 15. Sick leave accrual 16. PTO buy backs 17. Shopping discounts 19. Family Medical Leave Act 20. Union 21. Mileage, transportation allowances 22. Combination 4 and 14 88. DK 99. Not ascertained Blank. Not applicable
D15	**RECONJOB**	N	1	367	If had to decide whether to take current job again, would NA take it	1. Definitely take it 2. Probably take it 3. Probably not take it 4. Definitely not take it 7. Refused 8. DK Blank. Not applicable
D16a					Reason(s) NA has more than one job	

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**MONEY**	N	1	368	– Needs the money	1. Yes 2. No 8. DK Blank. Not applicable
"	**VARIETY**	N	1	369	– Likes the variety of jobs	1. Yes 2. No 8. DK Blank. Not applicable
"	**NEEDHOUR**	N	1	370	– Can't get enough hours at any one job	1. Yes 2. No 8. DK Blank. Not applicable
"	**FORHI**	N	1	371	– Can get heath benefits	1. Yes 2. No 8. DK Blank. Not applicable
	FOROTHER	N	1	372	– Other reason	1. Yes 2. No 8. DK Blank. Not applicable
D17	**IFSAME**	N	1	373	Would NA prefer only ONE job if it had same money/hours as several jobs did	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
E. Family Life						
E1	**WAY2WORK**	N	1	374	Main means of transportation to/from work	1. Drive self 2. Carpool/ride from others 3. Public transportation 4. Walk/bicycle 5. Taxi 6. Other 7. Refused 8. DK Blank. Not applicable
					Time NA takes to commute to work	
E1a1	**WAY2UNIT**	N	1	375	– Unit (Hours and/or minutes) (Hours are recorded in WAYHRS and minutes are recorded in WAY2MIN.)	1. Hours 2. Hours and minutes 3. Minutes 7. Refused 8. DK Blank. Not applicable
E1a2	**WAY2HRS**	N	1	376	– Number of hours	1-3. Hours Blank. Not applicable
E1a3	**WAY2MIN**	N	2	377 - 378	– Number of minutes	1-90. Minutes Blank. Not applicable
E2	**WAY2PROB**	N	1	379	Did NA miss any work in past month because of transportation problems	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
					Amount of time missed from work in past month because of transportation problems	

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
E3a	**TIMEMISS**	N	2	380 - 381	– Number of hours/days The unit of the amount recorded in TIMEMISS varies across cases. The unit of the recorded amount is indicated in MISSUNIT.	1-31. Number 88. DK Blank. Not applicable
E3b	**MISSUNIT**	N	1	382	– Unit (days/hours)	1. Days 2. Hours 9. Not ascertained Blank. Not applicable
E4	**NUMADULT**	N	2	383 - 384	Number of <u>other</u> adults living in NA's household	0-9. Number of adults 77. Refused 88. DK Blank. Not applicable
E5	**WRKADULT**	N	1	385	Are any of these adults working full or part-time	1. Yes 2. No 8. DK Blank. Not applicable
E6	**NUMCHILD**	N	2	386 - 387	Number of children living in NA's household	0-8. Number of children 77. Refused Blank. Not applicable
E6b, E6d	**CHLDCARE**	N	1	388	Number of children requiring child care while NA works	0-6. Number needing child care 8. DK Blank. Not appplicable
E7	**CHLDPROB**	N	1	389	Did NA miss time from work in past month because of child care arrangements	1. Yes 2. No Blank. Not applicable
					<u>Amount of time missed from work in past month because of child care problems</u>	
E8a	**CHLDMISS**	N	2	390 - 391	– Number of days/hours The unit of the amount recorded in CHLDMISS varies across cases. The unit of the recorded amount is indicated in CHLDUNIT.	1-23. Number Blank. Not applicable
E8b	**CHLDUNIT**	N	1	392	– Unit (days/hours)	1. Days 2. Hours Blank. Not applicable
E9	**FAMCARE**	N	1	393	Is NA caring for family/friend with a disability or health problem	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
E10	**FAMPROB**	N	1	394	Did NA miss time from work in past month to care for family/friend	1. Yes 2. No Blank. Not applicable
					<u>Amount of time missed from work in past month to care for family/friend</u>	
E11a	**FAMMISS**	N	2	395 - 396	– Number of days/hours The unit of the amount recorded in FAMMISS varies across cases. The unit of the recorded amount is indicated in FAMUNIT.	1-30. Number 88. DK Blank. Not applicable
E11b	**FAMUNIT**	N	1	397	– Unit (days/hours)	1. Days 2. Hours Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
E12	**EVERTANF**	N	1	398	Has NA ever received cash welfare for families and children (i.e., TANF or AFDC)	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
E13	**NOWTANF**	N	1	399	Is NA currently receiving TANF	1. Yes 2. No 8. DK Blank. Not applicable
E14	**EVERWIC**	N	1	400	Has NA ever received Food Vouchers or food items from WIC (WIC is the Women, Infants, and Children Program.)	1. Yes 2. No 7. Refused Blank. Not applicable
E14b	**NOWWIC**	N	1	401	Is NA currently receiving Food Vouchers or food items from WIC	1. Yes 2. No Blank. Not applicable
E15a	**EVERSSI**	N	1	402	Has NA or NA's child ever received disability insurance, such as SSI (SSI is Supplemental Security Income.)	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
E15b	**NOWSSI**	N	1	403	Is NA currently receiving disability insurance	1. Yes 2. No 8. DK Blank. Not applicable
E16a	**EVERFOOD**	N	1	404	Has NA ever received food stamp benefits	1. Yes 2. No 7. Refused 8. DK Not applicable
E16b	**NOWFOOD**	N	1	405	Is NA currently receiving food stamp benefits	1. Yes 2. No Blank. Not applicable
E17	**RENTHELP**	N	1	406	Does NA live in public housing, get rent subsidy or lower rent because government contributes to cost	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
F. Management/Supervision						
F1					How strongly does NA agree/disagree with the following statements about their supervisor:	
a	**SUPCLEAR**	N	1	407	– Provides clear instructions when assigning work	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
b	**SUPFAIR**	N	1	408	– Treats all NAs equally	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
c	**SUPACTS**	N	1	409	– Deals with NAs' complaints and concerns	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
d	**SUPOPEN**	N	1	410	– Is open to new and different ideas	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
e	**SUPADVAN**	N	1	411	– Is supportive of progress in NA's career	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
f	**SUPHELP**	N	1	412	– Helps NA with job tasks when needed	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
g	**SUPHEAR**	N	1	413	– Listens when NA is worried about resident's care	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
h	**SUPTEAM**	N	1	414	– Supports NAs working in teams with other health care workers	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
i	**SUPDISCIP**	N	1	415	– Disciplines/removes NAs not performing well	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
j	SUPTELLS	N	1	416	– Tells NA when doing a good job	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
					G. Client Relations	
G1	ADLTIME	N	1	417	How much time does NA have to provide ADLs to residents in a typical work week (ADLs are activities of daily living, such as dressing, bathing, getting in and out of bed, and using the toilet.)	1. More than enough time 2. Enough time 3. Not enough time 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
G2	OTHTIME	N	1	418	How much time does NA have to complete duties not related to residents.	1. More than enough time 2. Enough time 3. Not enough time 7. Refused/doesn't do 8. DK 9. Not ascertained Blank. Not applicable
G3	TALKWFAM	N	1	419	Does supervisor encourage NA to discuss residents care and well-being with families	1. Yes 2. No 7. Refused/no contact with families 8. DK 9. Not ascertained Blank. Not applicable
G4	SAMERES	N	1	420	Is Na assigned to care for the same residents	1. Same residents 2. Residents change 3. Combination 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
G5	RESPECTR	N	1	421	Are NAs respected by residents as part of their health care team	1. A great deal 2. Somewhat 3. Not at all 4. Does not apply 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
G6	RESPECTF	N	1	422	Are NAs respected by residents' families as part of the health care team	1. A great deal 2. Somewhat 3. Not at all 4. Residents families don't know me 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
G7	RESPECTS	N	1	423	Are NAs respected by supervisors as part of the health care team	1. A great deal 2. Somewhat 3. Not at all 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
G8	**PRAISER**	N	1	424	How often do residents let NA know doing a good job.	1. Always or most of time 2. Sometimes 3. Never happens 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H. Job Satisfaction and Organizational Commitment						
H1	**JOSSATIS**	N	1	425	How satisfied is NA with current job	1. Extremely satisfied 2. Somewhat satisfied 3. Somewhat dissatisfied 4. Extremely dissatisfied 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H2					<u>Reasons NA continues to work in current position</u>	
a	**NOWCARE**	N	1	426	– Caring for others	1. Yes 2. No 7. Refused 9. Not ascertained Blank. Not applicable
b	**NOWFLEX**	N	1	427	– Flexible schedule or hours	1. Yes 2. No 3. Does not apply 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
c	**NOWPAY**	N	1	428	– Salary or pay is good	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
d	**NOWBENE**	N	1	429	– Benefits	1. Yes 2. No 3. Does not apply 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
e	**NOWCWORK**	N	1	430	– Likes co-workers	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
f	**NOWSUP**	N	1	431	– NA's supervisor	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
g	**NOWOVER**	N	1	432	– Opportunity for overtime	1. Yes 2. No 3. Does not apply 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
h	**NOWGOOD**	N	1	433	– Feeling good about the work NA does	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
i	**NOWLOC**	N	1	434	– Work location	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
j	**NOWADVAN**	N	1	435	– Career advancement	1. Yes 2. No 3. Does not apply 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
k	**NOWOTH**	N	1	436	– Other reason	1. Yes 2. No Blank. Not applicable
H2K1	**NOWSPEC**	N	2	437 - 438	Other reason (Specify)	11. Likes working at facility 12. Likes working with the elderly 13. Likes the residents/staff 14.. Doesn't want to make a change 15. Can't find better/other job 16. Needs to work 17. Relative/friend is a resident 18. Contract obligations 19. Job security 20. Wants to work in medical field 21. More than one reason 99. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
H3a	**NOWMAIN**	N	2	439 - 440	<u>Main</u> reason NA continues to work at current job	1. Caring for others 2. Flexible schedule 3. Good salary 4. Benefits 5. Co-workers 6. Supervisor 7. Opportunity for overtime 8. Feel good about my work 9. Work location 10. Career advancement 11. Other reason 88 DK 99. Not ascertained Not applicable
H4					<u>How satisfied with following aspects of current job</u>	
a	**OKMORALE**	N	1	441	– Work place morale	1. Extremely satisfied 2. Somewhat satisfied 3. Somewhat dissatisfied 4. Extremely dissatisfied 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
b	**OKCHALWK**	N	1	442	– Doing challenging work	1. Extremely satisfied 2. Somewhat satisfied 3. Somewhat dissatisfied 4. Extremely dissatisfied 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
c	**OKBENE**	N	1	443	– Benefits	1. Extremely satisfied 2. Somewhat satisfied 3. Somewhat dissatisfied 4. Extremely dissatisfied 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
d	**OKPAY**	N	1	444	– Salary	1. Extremely satisfied 2. Somewhat satisfied 3. Somewhat dissatisfied 4. Extremely dissatisfied 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
e	**OKLEARN**	N	1	445	– Learning new skills	1. Extremely satisfied 2. Somewhat satisfied 3. Somewhat dissatisfied 4. Extremely dissatisfied 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
H5					<u>Types of problems at work makes it difficult to work there or causes NA to dislike job</u>	
"	**PROBSUP**	N	1	446	– Problems with supervisor/nurses	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBCOWK**	N	1	447	– Problems with co-workers	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBRESP**	N	1	448	– Lack of respect/appreciation for work	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBPAY**	N	1	449	– Pay or benefits	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBTIME**	N	1	450	– Problems with schedule	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBRULE**	N	1	451	– New rules/procedures	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBLOAD**	N	1	452	– Workload	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBPERS**	N	1	453	– Health or personal issues	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBJOB**	N	1	454	– Nature of job	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**NOPROB**	N	1	455	– Have any complaints about job	1. No complaints 2. One or more complaints 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**PROBOTH**	N	1	456	– Other	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
					Other problem (Specify)	
DERIVED	**PROBEQUI**	N	1	457	Other- Problems with equipment/supplies	1. Yes Blank. Not applicable
"	**PROBLIFT**	N	1	458	Other- Lifting problems	1. Yes Blank. Not applicable
"	**PROBRES**	N	1	459	Other- Behavior problems of residents	1. Yes Blank. Not applicable
"	**PROBABUS**	N	1	460	Other- Abuse/neglect by staff	1. Yes Blank. Not applicable
"	**PROBCOND**	N	1	461	Other- Residents with particular conditions	1. Yes Blank. Not applicable
"	**PROBADM**	N	1	462	Other- Management/Administration problems	1. Yes Blank. Not applicable
"	**PROBFAM**	N	1	463	Other- Problems with residents families	1. Yes Blank. Not applicable
"	**PROBCARE**	N	1	464	Other- Poor quality of care/caregivers	1. Yes Blank. Not applicable
"	**PROBBURN**	N	1	465	Other- Stress/burnout	1. Yes Blank. Not applicable
"	**PROBLOSS**	N	1	466	Other- Grief/death issues	1. Yes Blank. Not applicable
"	**PROBLOC**	N	1	467	Other- Facility location/distance	1. Yes Blank. Not applicable
"	**PROBHOUS**	N	1	468	Other- Housekeeping problems	1. Yes Blank. Not applicable
"	**PROBTRAI**	N	1	469	Other- Training problems	1. Yes Blank. Not applicable
"	**PROBSTAF**	N	1	470	Other- Personnel problems	1. Yes Blank. Not applicable
"	**PROBADV**	N	1	471	Other- Lack of career advancement	1. Yes Blank. Not applicable
"	**PROBRACE**	N	1	472	Other- Racial/ethnic problems	1. Yes Blank. Not applicable
H6	**RECOMNH**	N	1	473	Would NA recommend family/friend stay at this facility, if needed care	1. Definitely recommend 2. Probably recommend 3. Probably not recommend 4. Definitely not recommend 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
H6a	**RECOMJOB**	N	1	474	Would NA recommend family/friend work as NA at this facility	1. Definitely recommend 2. Probably recommend 3. Probably not recommend 4. Definitely not recommend 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H7	**RECOMNA**	N	1	475	Would NA recommend family/friend become a NA	1. Definitely recommend 2. Probably recommend 3. Probably not recommend 4. Definitely not recommend 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H8	**TURNOVER**	N	1	476	How much turnover of NAs is there at facility	1. A lot 2. Some 3. A little 4. None 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H9	**TURNPROB**	N	1	477	How much does turnover interfere with NAs ability to do job	1. A lot 2. Some 3. A little 4. None 8. DK 9. Not ascertained Blank. Not applicable
H10					Reason(s) turnover interferes with NA's job	
"	**TURNLOAD**	N	1	478	– Workload	1. Yes 2. No 8. DK Blank. Not applicable
"	**TURNTRAI**	N	1	479	– Must spend time training other NAs	1. Yes 2. No 8. DK Blank. Not applicable
"	**TURNMOR**	N	1	480	– Affects workplace morale	1. Yes 2. No 8. DK Blank. Not applicable
"	**TURNOTH**	N	1	481	– Other reason	1. Yes 2. No 8. DK 9. Not ascertained Blank. Not applicable
DERIVED					Other reason (Specify)	
"	**TURNRES**	N	1	482	Other- Turnover upsets residents	1. Yes Blank. Not applicable
"	**TURNCARE**	N	1	483	Other- Affects quality of care	1. Yes Blank. Not applicable
"	**TURNSAFE**	N	1	484	Other- Causes unsafe conditions	1. Yes Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	TURNSTAF	N	1	485	Other- Unable to build working relationships	1. Yes Blank. Not applicable
"	TURNTIME	N	1	486	Other- Affects other CNAs hours and schedule	1. Yes Blank. Not applicable
"	TURNPAY	N	1	487	Other- Reduces pay increases of remaining staff	1. Yes Blank. Not applicable
H11	OTHERJOB	N	1	488	Is NA currently looking for different job, either as a NA or something else	1. Yes 2. No 3. Thinking about it 7. Refused 8. DK 9. Not ascertained Blank Not applicable
H12	LEAVEJOB	N	1	489	How likely will NA leave current job in next year	1. Very likely 2. Somewhat likely 3. Not likely at all 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H13					Main reasons NA may leave curren job	
"	LEAVPAY	N	1	490	– Poor pay	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	LEAVBEN	N	1	491	– Poor benefits	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	LEAVSUP	N	1	492	– Problems with supervisor	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	LEAVCOWK	N	1	493	– Problems with co-workers	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	LEAVPOLI	N	1	494	– Problems with working conditions, policies	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	LEAVFAM	N	1	495	– Problems with residents' families	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	LEAVEND	N	1	496	– Problems dealing with dying residents	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**LEAVMANY**	N	1	497	– Too many residents to care for	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**LEAVILL**	N	1	498	– Ill health	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**LEAVCHLD**	N	1	499	– Child care issues	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**LEAVELDR**	N	1	500	– Care for elderly family member	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**LEAVMOVE**	N	1	501	– Moving to different area	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**LEAVJOB**	N	1	502	– Found a new/better job	1. Yes 2. No 7. Refused 8. DK Blank. Not applicable
"	**LEAVOTH**	N	1	503	– Other reason	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
H13a					Other reason (Specify)	
DERIVED	**LEAVEQUI**	N	1	504	Other- Problems with equipment/supplies	1. Yes Blank. Not applicable
"	**LEAVHOUR**	N	1	505	Other- Problems with schedule/hours	1. Yes Blank. Not applicable
"	**LEAVLIFT**	N	1	506	Other- Lifting problems	1. Yes Blank. Not applicable
"	**LEAVRES**	N	1	507	Other- Behavior problems of residents	1. Yes Blank. Not applicable
"	**LEAVABUS**	N	1	508	Other- Abuse/neglect by staff	1. Yes Blank. Not applicable
"	**LEAVSCHO**	N	1	509	Other- Going to school/back to school	1. Yes Blank. Not applicable
"	**LEAVCARE**	N	1	510	Other- Poor quality of care/caregivers	1. Yes Blank. Not applicable
"	**LEAVBURN**	N	1	511	Other- Stress/burnout	1. Yes Blank. Not applicable
"	**LEAVCUT**	N	1	512	Other- Facility cutbacks, layoffs or job action	1. Yes Blank. Not applicable
"	**LEAVLOC**	N	1	513	Other- Facility location/distance	1. Yes Blank. Not applicable
"	**LEAVHOUS**	N	1	514	Other- Housekeeping problems	1. Yes Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**LEAVWORK**	N	1	515	Other- Dislike the work/aspects of the work	1. Yes Blank. Not applicable
"	**LEAVPERS**	N	1	516	Other- Personnel problems	1. Yes Blank. Not applicable
"	**LEAVADV**	N	1	517	Other- Lack of career advancement	1. Yes Blank. Not applicable
"	**LEAVRACE**	N	1	518	Other- Racial/ethnic problems	1. Yes Blank. Not applicable
"	**LEAVRETI**	N	1	519	Other- Retirement/wants to retire	1. Yes Blank. Not applicable
"	**LEAVTRAI**	N	1	520	Other- Lack of training	1. Yes Blank. Not applicable
H14	**NEXTJOB**	N	1	521	Will NA's next job be as a nursing assistant	1. Nursing assistant 2. Something else 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
I. Workplace Environment						
I1					How strongly does NA agree/disagree with the following statements about their facility	
"	**RESPECT**	N	1	522	– NA is respected/rewarded for their work	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**INDEPEND**	N	1	523	– NA can decide how to do their work	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**CHALLEN**	N	1	524	– NA is involved in challenging work	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	**NEWSKILL**	N	1	525	– NA can gain new skills/knowledge on the job	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	TRUSTED	N	1	526	– NA is trusted to make resident care decisions	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	TEAMWORK	N	1	527	– NA has opportunity to work in teams	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
"	CONFIDEN	N	1	528	– NA is confident in their ability to do their job	1. Strongly agree 2. Somewhat agree 3. Somewhat disagree 4. Strongly disagree 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
I2	SOCVALUE	N	1	529	How much does society value their work as a NA	1. Very much 2. Somewhat 3. Not at all 7. Refused 8. Don't know 9. Not ascertained Blank. Not applicable
I3	SUPVALUE	N	1	530	How much does supervisor value their NA work	1. Very much 2. Somewhat 3. Not at all 7. Refused 8. Don't know 9. Not ascertained Blank. Not applicable
I4	ORGVALUE	N	1	531	How much does organization at their facility value their NA work	1. Very much 2. Somewhat 3. Not at all 7. Refused 8. Don't know 9. Not ascertained Blank. Not applicable
I5	NAVALUE	N	1	532	How important does NA think their work is	1. Very important 2. Somewhat important 3. Not important at all 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
I6	ASKNA	N	1	533	How often NA asks other NAs for help with job-related problems	1. Frequently 2. Sometimes 3. Once in awhile 4. Never 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
I7	ASKSTAFF	N	1	534	How often NA asks employees (besides NAs) for help with job-related problems	1. Frequently 2. Sometimes 3. Once in awhile 4. Never 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
I8	DISCRIM	N	1	535	Has NA ever been discriminated against because of race/ethnicity	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
J. Work-Related Injuries						
J2					<u>Types of injuries received at current facility in past year:</u>	
a	BACKHURT	N	1	536	– Back injuries	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
b	STRAINS	N	1	537	– Other strains/pulled muscles	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
c	BITES	N	1	538	– Human bites	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
d	WOUNDS	N	1	539	– Scratches, open wounds, cuts	1. Yes 2. No 7. Refused 9. Not ascertained Blank. Not applicable
e	BRUISES	N	1	540	– Black eyes, other bruising	1. Yes 2. No 7. Refused 9. Not ascertained Blank. Not applicable
f	OTINJURY	N	1	541	– Other injuries	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**INJURY2**	N	2	542 - 543	Other injury (Specify)	6. Broken bone 7. Allergic reaction 8 Burn 9. Repetitive stress injury 10. Dislocated or other joint injury 11. Hit, kicked, grabbed, pinched, etc. 12. Run over, bumped, crushed, etc. 13. Fall 14. Infection 15. Only body part specified 16. Miscarriage 17. Exposure to biohazards; needlesticks 18. Damage to internal organs 19. Mental/psychological 20. Dental 21. Electrical shock 23. Concussion 40. Multiple other kinds of injuries 99. Not ascertained Blank. Not applicable
J3	**NUMINJUR**	N	2	544 - 545	Number of times NA injured at facility	0. None (too minor to count) 1-49. Times injured 50. 50 times or more 77. Refused 88. DK 99. Not ascertained Blank. Not applicable
J4					How injuries happened	
"	**INJLIFT**	N	1	546	– Lifting, bathing, handling residents	1. Yes 2. No 8. DK Blank. Not applicable
"	**INJFALL**	N	1	547	– Slips, trips, falls	1. Yes 2. No 8. DK Blank. Not applicable
"	**INJABUSE**	N	1	548	– Aggression by residents	1. Yes 2. No 8. DK Blank. Not applicable
"	**INJEQUIP**	N	1	549	– Bumping, hitting equipment	1. Yes 2. No 8. DK Blank. Not applicable
"	**INJLIFE**	N	1	550	– Concern with residents health, loss of life	1. Yes 2. No 8. DK Blank. Not applicable
"	**OTHINJ**	N	1	551	– Other	1. Yes 2. No 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
"	OTHINJSP	N	2	552 - 553	Other (specify)	15. Food service/cooking injury 16. Housekeeping injury 17. Using equipment 18. Door-related injury 19. Exposure to chemicals/ biohazards 20. Infections, bites 21. Something fell/dropped 22. From supplies/packaging 23. Workload issues 24. Stress-related 88. DK 99. Not ascertained Blank. Not applicable
J5	DAYSLOST	N	3	554 - 556	Total days unable to work because of injuries	0. Less than one day 1-365. Days 888. DK Blank. Not applicable
J6	OTHDUTY	N	1	557	Did NA get other duties/job because of injury	1. Yes 2. No 8. DK Blank. Not applicable
J7	DAYSDUTY	N	3	558 - 560	Total days NA had other duties because of injury	0. Less than one day 1-365. Days 888. DK Blank. Not applicable
J9	LIFTFREQ	N	1	561	How often does NA use lifting devices with residents unable to move on their own	1. Always 2. Sometimes 3. Never 7. Refused/doesn't do 8. DK 9. Not ascertained Blank. Not applicable
J10	GETLIFT	N	1	562	How often lifting devices available, when needed	1. Always 2. Sometimes 3. Almost never 4. Never 8. DK 9. Not ascertained Blank. Not applicable
J11	LIFTINST	N	1	563	Has NA received training to use lifting devices	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
J12	OTHEQUIP	N	1	564	Is other equipment needed in facility to make job safer	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
J13					Types of equipment needed	
"	BATHAID	N	1	565	– Bathing aids	1. Yes 2. No 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	TOILEAID	N	1	566	– Toilet seat risers	1. Yes 2. No 8. DK Blank. Not applicable
"	ELECTBED	N	1	567	– Electric beds	1. Yes 2. No 8. DK Blank. Not applicable
"	TRAPEZE	N	1	568	– Trapeze bars	1. Yes 2. No 8. DK Blank. Not applicable
"	WALKBELT	N	1	569	– Belts- walking/gait belts	1. Yes 2. No 8. DK Blank. Not applicable
"	BACKBELT	N	1	570	– Belts-back	1. Yes 2. No 8. DK Blank. Not applicable
"	WHEELCHR	N	1	571	– Wheelchairs	1. Yes 2. No 8. DK Blank. Not applicable
"	SLIDE	N	1	572	– Sliding boards	1. Yes 2. No 8. DK Blank. Not applicable
"	SHEET	N	1	573	– Sheets	1. Yes 2. No 8. DK Blank. Not applicable
"	SCALE	N	1	574	– Scales	1. Yes 2. No 8. DK Blank. Not applicable
"	OTHNEED	N	1	575	– Other	1. Yes 2. No 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
"	NEEDSPEC	N	2	576 - 577	Other equipment/devices (Specify)	20. Specific kinds of lifts/ lifting equipment 21. Alarms 22. Beds- specialized 24. Carts 25. Bed equipment 26. Feeding aids 27. Gerry chairs 28. Grab rails; handicap rails 29. Housekeeping equipment 30. Monitors- blood pressure/vital signs 31. Pivot pads 32. Restraints 33. Larger rooms 34. Scales, weighing accessories 35. Sharps containers 36. Suction machine 38. Therapy equipment 39. Vertical grab poles 40. Walkers 41. Whirlpool 44. Automatic external defibulator 69. Multiple other kinds of equipment 99. Not ascertained Blank. Not applicable
J14	INJTRAIN	N	1	578	Does facility provide training to reduce workplace injuries	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable

K. Demographics

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
DERIVED	AGE	N	2	579 - 580	Age	16-64.Years 65 = 65 or more years
K1b	SEX	N	1	581	Gender	1. Male 2. Female
K2	HISPAN	N	1	582	Hispanic or Latino/Latina	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained
K3					Race(s)	
DERIVED	RACECODE	N	1	583	Race	1. White only 2. Black only 3. Asian Only 4. Other
	RACEIMP	N	1	584	Race imputed	1. Yes 2. No

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
K4	**MARSTAT**	N	1	585	Marital Status	1. Married 2. Living with partner 3. Separated 4. Divorced 5. Widowed 6. Never married 7. Refused 8. DK 9. Not ascertained
K5	**HSDEGREE**	N	1	586	Did NA receive a high school diploma or a GED	1. High school diploma 2. GED 3. Neither/No 7. Refused 8. DK 9. Not ascertained
K6	**EDUCATE**	N	2	587 - 588	Highest year completed in school [If received a GED: This is the highest year completed in school *before* receiving the GED]	0. None 1-12. Years 13. 1 year college/trade 14. 2 years college/trade 15. 3 years college/trade 16. College graduate 17. Post college 77. Refused 88. DK 99. Not ascertained
K7	**INCOME**	N	2	589 - 590	Total household income in past year	1. Less than $10,000 2. 10,000-under 20,000 3. 20,000-under 30,000 4. 30,000-under 40,000 5. 40,000-under 50,000 6. 50,000-under 60,000 7. 60,000-under 70,000 8. 70,000-under 80,000 9. $80,000 or more 77. Refused 88. DK 99. Not ascertained
K7a	**FLUSHOT**	N	1	591	Did NA receive a flu shot in past year	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
K8	**CITIZEN**	N	1	592	Is NA a citizen of the US	1. Yes 2. No 7. Refused 8. DK 9. Not ascertained
K8a	**CITIZWAY**	N	1	593	Born US citizen, or citizen through naturalization	1. Born 2. Naturalized Blank. Not applicable
K9a Recoded	**OUTTRAIN**	N	1	594	Trained as a NA/health professional outside US	1. Yes 2. No 7. Refused 9. Not ascertained Blank. Not applicble
K9b					Languages NA speaks	

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
DERIVED	**MAINLANG**	N	1	595	Primary language	1. English 2. Spanish 3. Other 8. DK 9. Not ascertained Blank. Not applicable
K9f	**NONENGL**	N	1	596	How often NA uses languages other than English on job	1. Always 2. Sometimes 3. Never Blank. Not applicable
K10	**RESILANG**	N	1	597	How often has difficulty communicating with residents because they speak a different language	1. Always 2. Sometimes 3. Never 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
K10a	**STAFLANG**	N	1	598	How often has difficulty communicating with NAs/nurses because they speak different language	1. Always 2. Sometimes 3. Never 7. Refused 8. DK 9. Not ascertained Blank. Not applicable
				L. Facility Leavers		
L1	**STILLNA**	N	1	599	Is NA still working as a nursing assistant	1. Yes 2. No Blank. Not applicable
L1a	**NAFUTURE**	N	1	600	How likely will work as a NA again some day	1. Very likely 2. Somewhat likely 3. Somewhat unlikely 4. Extremely unlikely 8. DK 9. Not ascertained Blank. Not applicalbe
L1b					Does NA work in:	
"	**NAINLTC**	N	1	601	– Long-term care	1. Yes 2. No 8. DK Blank. Not applicable
"	**NAINACUT**	N	1	602	– Acute care	1. Yes 2. No 8. DK Blank. Not applicable
"	**NAINAMBU**	N	1	603	– Ambulatory care	1. Yes 2. No 8. DK Blank. Not applicable
"	**NAINHC**	N	1	604	– Home care	1. Yes 2. No 8. DK Blank. Not applicable
L2	**NATOTAL**	N	1	605	Total length of time worked as a NA	1. 6 months or less 2. Over 6 months to less than 1 year 3. 1 year to less than 2 years 4. 2-5 years 5. 6-10 years 6. 11-20 years 7. More than 20 years Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
L3	NAAGAIN	N	1	606	If had to decide again, how likely is it that NA would become one	1. Definitely become one 2. Probably become one 3. Probably not become one 4. Definitely not become one 8. DK Blank. Not applicable
L4	FRIENDNA	N	1	607	If family/friend asked, how likely is i NA would recommend becoming one	1. Definitely recommend it 2. Probably recommend it 3. Probably not recommend it 4. Definitely not recommend it 8. DK Blank. Not applicable
L7					Reasons NA quit/got fired/left facility	
"	GOSUPER	N	1	608	– Problems with supervisor/management	1. Yes 2. No Blank. Not applicable
"	GOCOWORK	N	1	609	– Problems with co-workers	1. Yes 2. No Blank. Not applicable
"	GOPAY	N	1	610	– Low pay/poor benefits	1. Yes 2. No Blank. Not applicable
"	GOSCHED	N	1	611	– Scheduling problem	1. Yes 2. No Blank. Not applicable
"	GOLOAD	N	1	612	– Workload	1. Yes 2. No Blank. Not applicable
"	GOCONFL	N	1	613	– Family conflicts	1. Yes 2. No Blank. Not applicable
"	GOADVANC	N	1	614	– No opportunity for advancement	1. Yes 2. No Blank. Not applicable
"	GONATURE	N	1	615	– Nature of job	1. Yes 2. No Blank. Not applicable
"	GOILL	N	1	616	– Ill health	1. Yes 2. No Blank. Not applicable
"	GOMOVED	N	1	617	– NA/NA's family moved	1. Yes 2. No Blank. Not applicable
"	GOJOB	N	1	618	– Took another job	1. Yes 2. No Blank. Not applicable
"	GOSCHOO	N	1	619	– To go back to school	1. Yes 2. No Blank. Not applicable
"	GOOTHER	N	1	620	– Other reason	1. Yes 2. No Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	LENGTH	File Position	Variable Description	Variable Values
"	GOOTHER1	N	2	621 - 622	Other (specified) reason 1	23. Stress/ burnout 24. Facility cutbacks 25. Location, distance, transportation 26. Housekeeping problems 28. Personnel problems 32. CNA License expired 33. Personal problem (non-work) 34. Failed to follow facility procedures 35. Failed to call in, no show; late 36. NA behavior problem 99. Not ascertained Blank. Not applicable
"	GOOTHER2	N	2	623 -624	Other (specified) reason2	28. Personnel problems Blank. Not applicable
L8a					What would have made NA stay at facility	
"	STAYSUPR	N	1	625	– Different supervisor/management	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYCOWK	N	1	626	– Different/better co-workers	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYLOAD	N	1	627	– Better working conditions/lighter workload	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYPAY	N	1	628	– Better pay/benefits	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYHOUR	N	1	629	– Better hours	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYCARE	N	1	630	– Help with child/elder care	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYADV	N	1	631	– Opportunities for advancement	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYAPPR	N	1	632	– More staff appreciation activities	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYED	N	1	633	– More training/education offered	1. Yes 2. No 8. DK Blank. Not applicable
"	STAYNOT	N	1	634	– Nothing would make NA stay	1. Yes 2. No 8. DK Blank. Not applicable

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
"	**STAYOTH**	N	1	635	– Other	1. Yes 2. No 8. DK Blank. Not applicable
"	**STAYSPEC**	N	2	636 - 637	Other (specified) reason	20. Different duties/ assignment 21. Problem with schedule flexibility 22. Problem with residents 24. Location, distance, transportation 27. Personnel problems 29. If was paid on time 30. Personal (non-work) problem 34. Staffing issues 99. Not ascertained Blank. Not applicable
L9	**RACEPROB**	N	1	638	Was NA discriminated against at job because of race or ethnicity	1. Yes 2. No Blank. Not applicable
L10	**RACELEAV**	N	1	639	How much did discrimination contribute to NA's leaving this job	1. Main reason 2. One of several reasons 3. Not a reason at all 9. Not ascertained Blank. Not applicable
L11	**FAMBENA**	N	1	640	Would NA recommend family/friend work at this facility as a NA	1. Definitely recommend it 2. Probably recommend it 3. Probably not recommend it 4. Definitely not recommend it 8. DK Blank. Not applicable
	OWNERSHP	N	1	641	Type of ownership of facility	1. For-profit 2. All Others (private and gov't not-for-profit)
	BEDSIZE	N	1	642	Current number of nursing home beds	1. 3-49 Beds 2. 50-99 Beds 3. 100-199 Beds 4. 200+ Beds
	METRSTAT	N	1	643	metropolitan area status based on collected location and June 2003 MSA codes from OMB	1. Metropolitan 2. Micropolitan 3. Neither
Derived using Estimation	**STRATUM**	N	2	644 - 645	Sample Design Variable (SUDAAN NEST variable)	1-18
Derived using Estimation	**NASSTRAT**	N	1	646	Sample Design Variable (SUDAAN NEST variable)	1-2
Derived using Estimation	**NPOPNAS**	N	2	647 - 648	Sample Design Variable (SUDAAN TOTCNT variable)	-1
Derived using Estimation Specifications	**POPFAC**	N	4	649 - 652	Sample Design Variable (SUDAAN TOTCNT variable)	4-4147

Module, section and question number	Variable Name	C (character) or N (numeric)	L E N G T H	File Position	Variable Description	Variable Values
Derived using Estimation Specifications	**SAMWT**	N	4	653 - 656	weight for nursing assistant estimates	9-1085
	SURYEAR	N	4	657 - 660	Survey year	2004

Continued on next page with technical notes.

Technical Notes on Nesting and Weight Variables

The design of the 2004 National Nursing Assistant Survey entailed multi-stage sampling, each stage involving sampling within a defined grouping or cluster. The nursing assistant public-use file includes the nest variables of the sampling framework for use in statistical software that accounts for complex sample designs in the estimation of variances and standard errors. Proper adjustment of standard errors for stratified or clustered sampling provides the analyst with accurate significance tests.

The nest variables or sampling stages in the nursing assistant file are STRATUM, NAFACNUM, and NASSTRAT. The sampling weight which represents each observation's contribution in the estimation of the current resident population is SAMWT.

In the statistical software, SUDAAN, the analyst can use the design option WOR for sampling without replacement. When using SUDAAN for WOR, the variables for the TOTCNT statement in SUDAAN are POPFAC and NPOPNAS. Below are the SUDAAN statements
for the NEST and TOTCNT statements for the nursing assistant public use file with WOR. The example uses the crosstab procedure to illustrate.

```
proc crosstab data=[file name] design= WOR;
nest stratum nafacnum nasstrat / missunit;
totcnt popfac _zero_ npopnas;
weight samwt;
```

Note on cases with imputed race:
The variable RACEIMP indicates cases where race was imputed. For each case in which race was imputed, similar cases in the samp with race known were selected with one randomly choosen from the group of similar cases. The known race of the selected case was then assigned to the case with race originally missing. The algorithm for selecting similar cases involved assessment of the match on the following characteristics: resident gender, marital status, ethnicity (Hispanic or Non-Hispanic), facility ownership, bed size, state (then region if state did not match), and metropolitan status of the facility.

Frequency of Sampled Cases for Selected Variables

Frequencies of selected variables at different locations in the file layout are reported below to assist the analyst in verifying the integrity of the data file and layout used. The number (n) of records in the nursing assistant public use file with the respective values for WORKNOW, JOBTITLE, NAPAY, RATEDEM, BUDDY, EDOTHER, NHPAYED, JOBSTAT2, FULLSTAF, NHOTHBEN, CHLDPROB, NOWOTH, PROBFAM, LEAVHOUR, INJLIFT, SEX, NONENGL, GOOTHER, METRSTAT, OWNERSHP, and BEDSIZE are as follows:

WORKNOW	Frequency
1	2897
2	120

JOBTITLE   Frequency

1	2668
2	27
3	89
4	29
5	80
6	21
7	22
91	81

NAPAY   Frequency

1	730
2	228
3	1929
8	10

Frequency Missing = 120

RATEDEM   Frequency

1	1236
2	1063
3	389
4	133
5	67
8	9

Frequency Missing = 120

BUDDY   Frequency

1	2287
2	601
8	9

Frequency Missing = 120

EDOTHER   Frequency

1	688
2	1218
8	24

Frequency Missing = 1087

NHPAYED   Frequency

1	1804
2	819
8	274

Frequency Missing = 120

JOBSTAT2   Frequency

   1   335
   2   1427
   9   57

Frequency Missing = 1198

FULLSTAF   Frequency

   1   298
   2   237
   8   11

Frequency Missing = 2471

NHOTHBEN   Frequency

   1   126
   2   2771

Frequency Missing = 120

CHLDPROB   Frequency

   1   186
   2   647

Frequency Missing = 2184

NOWOTH   Frequency

   1   639
   2   2258

Frequency Missing = 120

PROBFAM   Frequency

   1   51

Frequency Missing = 2966

LEAVHOUR   Frequency

   1   64

Frequency Missing = 2953

INJLIFT   Frequency

   1   863
   2   864
   8   9

Frequency Missing = 1281

SEX	Frequency
1	233
2	2784

NONENGL	Frequency
1	56
2	310
3	316

Frequency Missing = 2335

GOOTHER	Frequency
1	47
2	62

Frequency Missing = 2908

METRSTAT	Frequency
1	1621
2	725
3	671

OWNERSHP	Frequency
1	1778
2	1239

BEDSIZE	Frequency
1	433
2	1159
3	1261
4	164

16-Feb-07