

Work Life/Home Life Dimension

- Family and family needs
- Energy after work
- Working hours/shifts
- Policy for vacations

Work Design Dimension

- Job satisfaction
- Workload
- Autonomy
- Non-nursing tasks
- Interruptions
- Time to do jobs
- Workforce (Staffing)
- Patient care

Work Context Dimension

- Management
- Co-workers
- Growth opportunities
- Work environment

Work World Dimension

- Image of nursing
- Payment
- Labour market
- Security of Job
- Belief in nursing

Quality of Work Life Level

Turnover Intention

Demographics

- Gender
- Age
- Marital status
- Dependent children
- Dependent adults
- Nationality
- Ethnicity
- Education level
- Nursing tenure
- Organisational tenure
- Positional tenure
- Location of PHC
- Salary per month