

Effectiveness Outcomes – Formal Caregivers

| Outcome Area | Examples for Subcategories or Indicators |
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| <p>(Job) Satisfaction Outcomes that relate to the subjective evaluation of the current life or work situation/condition by a person him/herself</p> | <ul style="list-style-type: none"> - General job satisfaction - Life satisfaction - Satisfaction with flexibility and autonomy - Satisfaction with professional status |
| <p>Medical Health condition Outcomes that describe the health situation of the formal caregiver</p> | <ul style="list-style-type: none"> - Occurring diseases - Symptoms (i.e. pain, fatigue) - Use of healthcare services |
| <p>Psychological Health Outcomes that describe psychological functioning*</p> | <ul style="list-style-type: none"> - Psychological well-being (self-confidence, stress, depression loneliness ...) - Psychosocial Adaption (i.e. coping) |
| <p>Professional Knowledge and Competences Outcomes that indicate the level of existing professional knowledge, skills and behavioural patterns necessary for the practice of professional nursing</p> | <ul style="list-style-type: none"> - Knowledge on safety regulations (regarding patients) - Knowledge on disease related care - Knowledge on occupational safety - Professionalism |
| <p>Physical/ Psychological Workload Outcomes that describe the physical and/or mental effort during the performance of a specific care activity</p> | <ul style="list-style-type: none"> - Physical Workload (incl. tasks) <ul style="list-style-type: none"> o Force required to handle Patient o Walking distance - Psychological Load <ul style="list-style-type: none"> o Stress in specific work situations |
| <p>Relationship to the Person in Need of Care Outcomes that indicate the degree of personal and professional connection to the patient</p> | <ul style="list-style-type: none"> - Relationship continuity - Empathic resonance - Trust - Interpersonal treatment - Time with patient (for building a relationship) |
| <p>Overarching Concepts (Comprise different aspects of the above-mentioned dimensions)</p> | |
| <p>Well-being/ Quality of Life: Outcomes that describe an individual's perceived health status and life circumstances*</p> | <ul style="list-style-type: none"> - General QoL-Indicators - Disease specific QoL-Indicators - Subgroup specific QoL-Indicators <p>Indicator</p> <ul style="list-style-type: none"> - WHO-QoL (WHO-Quality of Life Scale) |
| <p>Health related QoL Outcomes that refer to a valuation of an individual's perceived physical, mental and (optionally) social well-being</p> | <ul style="list-style-type: none"> - General self perceived health status - Disease or symptom specific self perceived health status (i.e. pain level, symptom severity) - Indicators - EQ-5D: EuroQoL-5D - SF-36: 36-Item Short Form Health Survey |
| <p>Caregiver Burden</p> | |

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| Multifactorial outcomes on work related burdens that a professional caregiver is exposed to | Indicators <ul style="list-style-type: none"> - Professional Care Team Burden (PCTB), Caregiver Burden Inventory (CBI) |
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Individual-related organisational Effectiveness

| Outcome Area | Examples for Subcategories or Indicators |
|---|--|
| Employee Satisfaction Outcomes that indicate the well-being and general satisfaction with respect to the working conditions of all employees in an organizational unit | <ul style="list-style-type: none"> - Staff moral - Absenteeism - Attrition |
| Professional Guideline Compliance Outcomes that indicate the degree to which formal caregivers act according to professional guidelines | <ul style="list-style-type: none"> - Self-monitoring compliance - Documented compliance - Compliance awareness - Access to guideline information |
| Impact on Workload Outcomes that describe the functional load that the performance of a particular work activity of a professional caregiver implies, when it is considered at the organizational level | <ul style="list-style-type: none"> - Workload <ul style="list-style-type: none"> o Tasks o Frequency o Intensity (daily work hours) o Time spent on caregiving |

* Definitions based on NOC (5th edition)

5th Edition:

https://www.academia.edu/38156239/Nursing_Outcomes_Classification_NOC_Moorhead_HERRY_.pdf