

# Korean Nursing Work Environment Scale (K-NWES)

- English ver. -



Dong-A university, College of Nursing,  
The Person Centered Critical Care Team

601, College of Nursing, Dong-A University, 32, Daesingongwon-ro, Seo-gu, Busan, Republic of Korea

## Citation

- ✓ Park SH, & Kang J. (2015). Development and Psychometric Evaluation of the Korean Nursing Work Environment Scale. *Journal of Korean Critical Care Nursing*, 8(1).

## Instructions

- ✓ 30 items, 4 factors (Item No. 1~12 = Institutional support, 13~19= Head nurses' leadership, 20~25= Work system, 26~30 = Relationship with coworkers).
- ✓ A 5-point Likert-type scale was used to measure K-NWE (1 = Not at all ~ 5 = Extremely).
- ✓ A high score means that respondents are positively aware of their work environment.

Copyright© 2021 by The Person Centered Critical Care Team.  
This measurement tool cannot be copied without permission.

## Korean Nursing Work Environment Scale (K-NWES) (English version)

The following is a description of your working environment. Please mark "V" where applicable.

1: Not at all 2: A little bit 3: Moderately 4: Quite a bit 5: Extremely

No.	Items	1	2	3	4	5
1	Adequate resting areas for nurses	1	2	3	4	5
2	A sufficient number of nursing staff	1	2	3	4	5
3	Hospital executives listen to the nurses	1	2	3	4	5
4	Adequate supportive personnel	1	2	3	4	5
5	Clear scope of nursing work	1	2	3	4	5
6	Firm regulations on physical injuries	1	2	3	4	5
7	Health promoting programs for nurses	1	2	3	4	5
8	Financial support for staff development	1	2	3	4	5
9	Opportunities for nursing career development	1	2	3	4	5
10	Timely promotion for nurses	1	2	3	4	5
11	Sufficient supply of items for nursing practice	1	2	3	4	5
12	Liberal vacation planning	1	2	3	4	5
13	Head nurse's efficient communication with other department	1	2	3	4	5
14	Head nurse's readiness to listen to the needs of nurses	1	2	3	4	5
15	Reasonable patient assignment	1	2	3	4	5
16	Head nurses' protection of the unit nurses	1	2	3	4	5
17	Head nurse is a role model for unit nurses	1	2	3	4	5
18	Head nurse treats unit nurse humanly	1	2	3	4	5
19	Head nurses respect staff nurses' decision	1	2	3	4	5

Continued to the next page.

This measurement tool cannot be copied without permission.

1: Not at all 2: A little bit 3: Moderately 4: Quite a bit 5: Extremely

20	Nurse colleagues' excellent clinical competency	1	2	3	4	5
21	Collaborating relationship with other department	1	2	3	4	5
22	Spontaneous teaching and learning in nurses	1	2	3	4	5
23	Shift tables reflect the nurses' opinion	1	2	3	4	5
24	Nursing practice according to standard protocols	1	2	3	4	5
25	Spontaneous consultation to nurse colleagues	1	2	3	4	5
26	Collaboration between nurses and physicians	1	2	3	4	5
27	Respect from physician colleagues	1	2	3	4	5
28	Horizontal communication among nurses	1	2	3	4	5
29	Horizontal communication between nurses and physicians	1	2	3	4	5
30	Supportive relationship between nurses	1	2	3	4	5

This measurement tool cannot be copied without permission.