## Effectiveness Outcomes – Formal Caregivers

<table>
<thead>
<tr>
<th>Outcome Area</th>
<th>Examples for Subcategories or Indicators</th>
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</thead>
<tbody>
<tr>
<td><strong>(Job) Satisfaction</strong></td>
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<tr>
<td>Outcomes that relate to the subjective evaluation of the current life or work situation/condition by a person him/herself</td>
<td>- General job satisfaction</td>
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<td></td>
<td>- Life satisfaction</td>
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<tr>
<td></td>
<td>- Satisfaction with flexibility and autonomy</td>
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<td></td>
<td>- Satisfaction with professional status</td>
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<tr>
<td><strong>Medical Health condition</strong></td>
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<tr>
<td>Outcomes that describe the health situation of the formal caregiver</td>
<td>- Occurring diseases</td>
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<td></td>
<td>- Symptoms (i.e. pain, fatigue)</td>
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<td></td>
<td>- Use of healthcare services</td>
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<tr>
<td><strong>Psychological Health</strong></td>
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<tr>
<td>Outcomes that describe psychological functioning*</td>
<td>- Psychological well-being (self-confidence, stress, depression loneliness …)</td>
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<td></td>
<td>- Psychosocial Adaption (i.e. coping)</td>
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<tr>
<td><strong>Professional Knowledge and Competences</strong></td>
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<tr>
<td>Outcomes that indicate the level of existing professional knowledge, skills and behavioural patterns necessary for the practice of professional nursing</td>
<td>- Knowledge on safety regulations (regarding patients)</td>
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<tr>
<td></td>
<td>- Knowledge on disease related care</td>
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<td></td>
<td>- Knowledge on occupational safety</td>
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<td></td>
<td>- Professionalism</td>
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<tr>
<td><strong>Physical/ Psychological Workload</strong></td>
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<tr>
<td>Outcomes that describe the physical and/or mental effort during the performance of a specific care activity</td>
<td>- Physical Workload (incl. tasks)</td>
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<tr>
<td></td>
<td>o Force required to handle Patient</td>
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<tr>
<td></td>
<td>o Walking distance</td>
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<tr>
<td></td>
<td>- Psychological Load</td>
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<tr>
<td></td>
<td>o Stress in specific work situations</td>
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<tr>
<td><strong>Relationship to the Person in Need of Care</strong></td>
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<tr>
<td>Outcomes that indicate the degree of personal and professional connection to the patient</td>
<td>- Relationship continuity</td>
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<tr>
<td></td>
<td>- Empathic resonance</td>
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<td>- Trust</td>
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<td>- Interpersonal treatment</td>
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<td>- Time with patient (for building a relationship)</td>
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<tr>
<td><strong>Overarching Concepts</strong></td>
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<tr>
<td>(Comprise different aspects of the above-mentioned dimensions)</td>
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<tr>
<td><strong>Well-being/ Quality of Life:</strong></td>
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<tr>
<td>Outcomes that describe an individual’s perceived health status and life circumstances*</td>
<td>- General QoL-Indicators</td>
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<td>- Disease specific QoL-Indicators</td>
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<td>- Subgroup specific QoL-Indicators</td>
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<tr>
<td></td>
<td>Indicator</td>
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<td></td>
<td>- WHO-QoL (WHO-Quality of Life Scale)</td>
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<tr>
<td><strong>Health related QoL</strong></td>
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<tr>
<td>Outcomes that refer to a valuation of an individual’s perceived physical, mental and (optionally) social well-being</td>
<td>- General self perceived health status</td>
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<td></td>
<td>- Disease or symptom specific self perceived health status (i.e. pain level, symptom severity)</td>
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<tr>
<td></td>
<td>- Indicators</td>
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<tr>
<td></td>
<td>- EQ-5D: EuroQol-5D</td>
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<td></td>
<td>- SF-36: 36-Item Short Form Health Survey</td>
</tr>
</tbody>
</table>

*Sample indicators are provided for illustrative purposes only and do not constitute a comprehensive list. Further details and specific indicators may vary based on the context and methodology of the research or study.*
Multifactorial outcomes on work related burdens that a professional caregiver is exposed to

| Indicators | - Professional Care Team Burden (PCTB), Caregiver Burden Inventory (CBI) |

**Individual-related organisational Effectiveness**

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<th>Outcome Area</th>
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<td><strong>Employee Satisfaction</strong>&lt;br&gt;Outcomes that indicate the well-being and general satisfaction with respect to the working conditions of all employees in an organizational unit</td>
<td>- Staff moral&lt;br&gt;- Absenteeism&lt;br&gt;- Attrition</td>
</tr>
<tr>
<td><strong>Professional Guideline Compliance</strong>&lt;br&gt;Outcomes that indicate the degree to which formal caregivers act according to professional guidelines</td>
<td>- Self-monitoring compliance&lt;br&gt;- Documented compliance&lt;br&gt;- Compliance awareness&lt;br&gt;- Access to guideline information</td>
</tr>
<tr>
<td><strong>Impact on Workload</strong>&lt;br&gt;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</td>
<td>- Workload&lt;br&gt;  o Tasks&lt;br&gt;  o Frequency&lt;br&gt;  o Intensity (daily work hours)&lt;br&gt;  o Time spent on caregiving</td>
</tr>
</tbody>
</table>

* Definitions based on NOC (5th edition)

5th Edition:

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