

These attributes are from the lit review I did. Sorry I did not publish this, nor include citations. It was for a last minute, in-person presentation.

Physical Comfort

Clean, safe environment; attractive, convenient, and clean lounge; restful breaks; good coffee, tea, etc; flexible scheduling; off duty on time; no rotating shifts; continuity of patient care; adequate staffing; resources allocated consistently and fairly; control over resources; equipment that works, is available, is complete; good salary, benefits, profit sharing, retirement; increased routinization; day care available; noise controlled; pleasant and efficient physical layout; enough room to work; self-scheduling;

Psychospiritual Comfort

Job fits with one's own values; managerial support; decrease in non-nursing work; opportunities for advancement; timely feedback on job performance (positive also!); control over practice; freedom to make important patient-care decisions; inter-departmental cooperation; trust in management; sharing of feelings; empowerment; agreement with organization goals & culture; creativity encouraged; support for learning, growth, & development; role clarity; appropriate authority, responsibility, respect, & recognition; skills and talents utilized optimally; positive change models;

Socio-Cultural Comfort

Supportive social environment; opportunities to be part of major decisions; information shared by administration; strong communication; cultural & ethnic diversity of patients, families, and staff; mentorship; nurse-physician collaboration; PhD in nursing research on staff; enough time to discuss patient-care problems with other nurses; education provided; teamwork valued; nurse managers strong leaders and advocates for staff;

Environmental Comfort (Organizational Culture)

Distinct and strong nursing department; flat organizational structure; professional milieu for practice; working together for high JCHO scores; none or minimal agency staffing; decreased paperwork and administrative duties; specialty units; work-load adjusted for precepting new nurses & students; visionary leaders; good organizational fit; respect for professional goals; openness to new ideas with clear & trusted channels for communication