

**Table 30. Number and percent distribution of certified nursing assistants currently working in nursing homes, by adequacy of time to assist residents with activities of daily living (ADL), according to selected facility characteristics: United States, 2004–2005**

Facility characteristic	Nursing assistants working in nursing homes <sup>2,3</sup>	Time for ADL assistance to residents <sup>1</sup>						
		More than enough time	Enough time	Not enough time	Total <sup>3</sup>	More than enough time	Enough time	Not enough time
		Number			Percent distribution			
All facilities . . . . .	680,800	87,500	297,700	291,000	100.0	12.9	43.7	42.7
Beds								
Fewer than 50 . . . . .	33,500	4,800	17,200	11,200	100.0	14.3	51.2	33.5
50–99 . . . . .	190,300	23,500	75,300	89,100	100.0	12.3	39.6	46.9
100–149 . . . . .	230,900	31,900	98,500	99,600	100.0	13.8	42.7	43.1
150 or more . . . . .	226,200	27,400	106,700	91,000	100.0	12.1	47.2	40.2
Geographic region								
Northeast . . . . .	161,400	*13,400	64,900	82,400	100.0	*8.3	40.2	51.1
Midwest . . . . .	206,500	24,500	92,500	87,900	100.0	11.9	44.8	42.5
South . . . . .	217,600	36,600	98,700	81,100	100.0	16.8	45.3	37.3
West . . . . .	95,400	13,100	41,600	39,600	100.0	13.7	43.6	41.5
Location								
Metropolitan statistical area <sup>4</sup> . . . . .	516,500	65,600	228,500	219,000	100.0	12.7	44.2	42.4
Micropolitan statistical area <sup>5</sup> . . . . .	89,600	11,900	38,100	39,000	100.0	13.3	42.5	43.6
Other location <sup>6</sup> . . . . .	74,700	10,000	31,100	32,900	100.0	13.3	41.6	44.1
Affiliation								
Chain . . . . .	368,600	48,700	154,000	163,400	100.0	13.2	41.8	44.3
Independent . . . . .	312,200	38,800	143,700	127,600	100.0	12.4	46.0	40.9
Ownership								
Proprietary . . . . .	398,300	55,300	164,500	176,200	100.0	13.9	41.3	44.2
Voluntary nonprofit . . . . .	214,800	24,400	102,700	86,100	100.0	11.4	47.8	40.1
Government and other . . . . .	67,800	*7,800	30,500	28,700	100.0	*11.6	45.0	42.4

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Activities of daily living (ADL) includes the following activities: dressing, bathing, eating, transferring, and using the toilet room.

<sup>2</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>3</sup>Includes unknowns.

<sup>4</sup>A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

<sup>5</sup>A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

<sup>6</sup>Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

**Table 31. Number and percent distribution of certified nursing assistants currently working in nursing homes, by adequacy of time to perform nonresident duties, according to selected facility characteristics: United States, 2004–2005**

Facility characteristic	Nursing assistants working in nursing homes <sup>2,3</sup>	Time for nonresident duties <sup>1</sup>						
		More than enough time	Enough time	Not enough time	Total <sup>3</sup>	More than enough time	Enough time	Not enough time
		Number			Percent distribution			
All facilities. . . . .	680,800	49,400	328,200	294,200	100.0	7.3	48.2	43.2
Beds								
Fewer than 50 . . . . .	33,500	*2,400	19,400	11,600	100.0	*7.1	57.8	34.5
50–99 . . . . .	190,300	12,500	91,900	82,800	100.0	6.5	48.3	43.5
100–149 . . . . .	230,900	*17,700	103,000	107,700	100.0	*7.7	44.6	46.6
150 or more . . . . .	226,200	*16,800	114,000	92,100	100.0	*7.4	50.4	40.7
Geographic region								
Northeast . . . . .	161,400	*	68,400	82,200	100.0	*	42.4	50.9
Midwest . . . . .	206,500	14,500	98,500	91,200	100.0	7.0	47.7	44.2
South . . . . .	217,600	19,600	109,800	85,800	100.0	9.0	50.5	39.4
West . . . . .	95,400	*7,400	51,500	35,100	100.0	*7.8	54.0	36.8
Location								
Metropolitan statistical area <sup>4</sup> . . . . .	516,500	38,200	248,100	222,900	100.0	7.4	48.0	43.2
Micropolitan statistical area <sup>5</sup> . . . . .	89,600	*5,800	43,800	38,700	100.0	*6.5	48.8	43.2
Other location <sup>6</sup> . . . . .	74,700	*5,400	36,400	32,500	100.0	*7.2	48.7	43.5
Affiliation								
Chain . . . . .	368,600	29,500	169,700	164,000	100.0	8.0	46.0	44.5
Independent . . . . .	312,200	19,900	158,600	130,200	100.0	6.4	50.8	41.7
Ownership								
Proprietary . . . . .	398,300	28,900	187,700	176,500	100.0	7.3	47.1	44.3
Voluntary nonprofit. . . . .	214,800	17,000	105,400	89,300	100.0	7.9	49.1	41.6
Government and other . . . . .	67,800	*3,400	35,100	28,400	100.0	*5.1	51.8	42.0

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Nonresident duties include the following types of activities: cleaning the tub room, making beds, restocking supplies, or record keeping.

<sup>2</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>3</sup>Includes unknowns.

<sup>4</sup>A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

<sup>5</sup>A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if there are strong economic ties between the counties, based on commuting patterns.

<sup>6</sup>Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

**Table 32. Number and percent distribution of certified nursing assistants currently working in nursing homes, by facility practices in assigning nursing assistants to care for residents, according to selected facility characteristics: United States, 2004–2005**

Facility characteristic	Nursing assistants working in nursing homes <sup>2,3</sup>	Total <sup>3</sup>	Nursing assistant usually cares for <sup>1</sup>		
			Same residents	Different residents	Combination
			Percent distribution		
All facilities . . . . .	680,800	100.0	47.1	46.7	5.7
Beds					
Fewer than 50 . . . . .	33,500	100.0	41.0	51.9	*
50–99 . . . . .	190,300	100.0	43.8	49.9	*5.9
100–149 . . . . .	230,900	100.0	49.7	44.4	*5.2
150 or more . . . . .	226,200	100.0	48.1	45.5	*5.8
Geographic region					
Northeast . . . . .	161,400	100.0	42.7	49.5	*
Midwest . . . . .	206,500	100.0	51.2	42.4	5.8
South . . . . .	217,600	100.0	47.0	49.0	*3.8
West . . . . .	95,400	100.0	45.7	45.7	*
Location					
Metropolitan statistical area <sup>4</sup> . . . . .	516,500	100.0	47.0	46.5	6.0
Micropolitan statistical area <sup>5</sup> . . . . .	89,600	100.0	46.3	47.8	*5.3
Other location <sup>6</sup> . . . . .	74,700	100.0	48.8	46.4	*4.0
Affiliation					
Chain . . . . .	368,600	100.0	47.5	46.2	5.5
Independent . . . . .	312,200	100.0	46.6	47.2	5.9
Ownership					
Proprietary . . . . .	398,300	100.0	46.7	47.6	5.4
Voluntary nonprofit . . . . .	214,800	100.0	48.7	45.0	*5.4
Government and other . . . . .	67,800	100.0	44.1	46.6	*

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Nursing assistants caring for residents is determined by responses to the following question: "Are you assigned to care for the same residents on most days you work, or do the residents you are assigned to change each day or week you work?"

<sup>2</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>3</sup>Includes unknowns.

<sup>4</sup>A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

<sup>5</sup>A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

<sup>6</sup>Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

**Table 33. Number and percent distribution of certified nursing assistants currently working in nursing homes, by overtime policy and recent overtime experience, according to selected facility characteristics: United States, 2004–2005**

Facility characteristic	Nursing assistants working in nursing homes <sup>3,4</sup>	Overtime policy requirements <sup>1</sup>					Any overtime in past month <sup>2</sup>					
		Never	Sometimes	Total <sup>4</sup>	Never	Sometimes	Total <sup>4</sup>	Yes	No	Total <sup>4</sup>	Yes	No
		Number			Percent distribution			Number			Percent distribution	
All facilities . . . . .	680,800	528,200	147,800	100.0	77.6	21.7	147,800	67,700	79,200	100.0	45.8	53.6
Beds												
Fewer than 50 . . . . .	33,500	26,500	6,900	100.0	79.0	20.6	6,900	*4,200	*2,700	100.0	*61.5	*38.5
50–99 . . . . .	190,300	148,800	39,900	100.0	78.2	21.0	39,900	15,500	24,300	100.0	38.8	60.9
100–149 . . . . .	230,900	182,200	48,200	100.0	78.9	20.9	48,200	24,400	23,300	100.0	50.7	48.3
150 or more . . . . .	226,200	170,800	52,800	100.0	75.5	23.4	52,800	23,600	28,900	100.0	44.6	54.8
Geographic region												
Northeast . . . . .	161,400	105,400	53,900	100.0	65.3	33.4	53,900	21,000	32,900	100.0	39.0	61.0
Midwest . . . . .	206,500	157,200	48,100	100.0	76.1	23.3	48,100	23,800	24,100	100.0	49.5	50.0
South . . . . .	217,600	178,200	37,900	100.0	81.9	17.4	37,900	16,800	20,500	100.0	44.2	54.1
West . . . . .	95,400	87,300	*7,900	100.0	91.6	*8.3	*7,900	*	*	100.0	*	*
Location												
Metropolitan statistical area <sup>5</sup> . . . . .	516,500	403,900	108,900	100.0	78.2	21.1	108,900	49,000	59,200	100.0	45.0	54.4
Micropolitan statistical area <sup>6</sup> . . . . .	89,600	67,500	21,900	100.0	75.3	24.5	21,900	11,400	10,300	100.0	51.9	47.1
Other location <sup>7</sup> . . . . .	74,700	56,800	17,000	100.0	76.1	22.7	17,000	7,300	9,700	100.0	43.2	56.8
Affiliation												
Chain . . . . .	368,600	289,300	77,400	100.0	78.5	21.0	77,400	37,900	38,800	100.0	48.9	50.2
Independent . . . . .	312,200	239,000	70,500	100.0	76.5	22.6	70,500	29,800	40,300	100.0	42.4	57.2
Ownership												
Proprietary . . . . .	398,300	312,800	84,100	100.0	78.5	21.1	84,100	40,000	43,400	100.0	47.6	51.6
Voluntary nonprofit . . . . .	214,800	172,800	39,900	100.0	80.5	18.6	39,900	17,900	21,700	100.0	44.9	54.4
Government and other . . . . .	67,800	42,600	23,900	100.0	62.9	35.3	23,900	*9,800	*14,100	100.0	*41.0	*59.0

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Overtime policy requirements were determined by responses to the following question, "Are you ever required to work mandatory overtime at [SAMPLE FACILITY] even if you do not want to?"

<sup>2</sup>Includes nursing assistants who are sometimes required to work overtime.

<sup>3</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>4</sup>Includes unknowns.

<sup>5</sup>A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

<sup>6</sup>A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

<sup>7</sup>Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

**Table 34. Number and percent distribution of certified nursing assistants currently working in nursing homes, by degree of satisfaction with selected aspects of current job: United States, 2004–2005**

Job characteristic <sup>1</sup>	Satisfaction with current job				Total <sup>2</sup>	Satisfaction with current job			
	Extremely satisfied	Somewhat satisfied	Somewhat dissatisfied	Extremely dissatisfied		Extremely satisfied	Somewhat satisfied	Somewhat dissatisfied	Extremely dissatisfied
	Number					Percent distribution			
Work place morale. . . . .	182,600	353,100	86,400	51,600	100.0	26.8	51.9	12.7	7.6
Doing challenging work . . . . .	298,400	335,000	30,500	*9,400	100.0	43.8	49.2	4.5	*1.4
Benefits . . . . .	155,700	278,100	97,700	132,600	100.0	22.9	40.8	14.3	19.5
Salary. . . . .	125,000	283,700	127,600	141,300	100.0	18.4	41.7	18.7	20.8
Learning new skills. . . . .	302,100	293,600	56,900	24,900	100.0	44.4	43.1	8.4	3.7

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>2</sup>Includes unknowns.

NOTE: Percentages are based on the unrounded numbers.

**Table 35. Number and percent distribution of certified nursing assistants currently working in nursing homes, by degree of agreement with workplace conditions at current facility: United States, 2004–2005**

Workplace condition <sup>1,2</sup>	Agreement about workplace condition					Total <sup>3</sup>	Agreement about workplace condition			
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Strongly agree		Somewhat agree	Somewhat disagree	Strongly disagree	
	Number						Percent distribution			
Nursing assistant:										
Is respected and rewarded for work . . . . .	245,200	218,600	84,800	123,900	100.0	36.0	32.1	12.5	18.2	
Can decide how to do work . . . . .	469,700	135,300	35,300	32,900	100.0	69.0	19.9	5.2	4.8	
Does challenging work . . . . .	464,000	152,400	29,500	26,400	100.0	68.1	22.4	4.3	3.9	
Can gain new skills and knowledge on the job . . . . .	342,300	210,000	58,900	63,900	100.0	50.3	30.8	8.6	9.4	
Is trusted to make resident care decisions . . . . .	400,400	179,500	40,400	51,500	100.0	58.8	26.4	5.9	7.6	
Has opportunity to work in teams . . . . .	397,300	165,700	41,300	70,800	100.0	58.4	24.3	6.1	10.4	
Is confident in job ability . . . . .	641,200	30,300	*	*	100.0	94.2	4.5	*	*	

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>2</sup>Workplace conditions were determined by responses to the following question: "I'm going to read you a few statements, and for each one, please tell me whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree. I am appropriately respected or rewarded by my nursing facility for my work; I can decide on my own how to go about doing my work; I am involved in challenging work; I have a chance to gain new skills and knowledge on the job; I am trusted to make resident care decisions; I have the opportunity to work in teams; I am confident in my ability to do my job."

<sup>3</sup>Includes unknowns.

NOTE: Percentages are based on the unrounded numbers.

**Table 36. Number and percent distribution of certified nursing assistants currently working in nursing homes, by amount of respect received from residents, families, and supervisors: United States, 2004–2005**

Characteristic <sup>1</sup>	Amount of respect received by nursing assistants					Amount of respect received by nursing assistants				
	A great deal	Somewhat	Not at all	Residents' families don't know me	Total <sup>2</sup>	A great deal	Somewhat	Not at all	Residents' families don't know me	
	Number					Percent distribution				
Respected by residents <sup>3</sup> . . . . .	486,200	177,900	*11,000	...	100.0	71.4	26.1	*1.6	...	
Respected by residents' families <sup>4</sup> . . . . .	419,900	217,100	*17,800	24,100	100.0	61.7	31.9	*2.6	3.5	
Respected by supervisor <sup>5</sup> . . . . .	394,900	247,300	35,000	...	100.0	58.3	36.5	5.2	...	

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

... Category not applicable.

<sup>1</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>2</sup>Includes unknowns.

<sup>3</sup>The following question was asked for this item, "To what degree do you feel residents respect you, as part of their health care team? Would you say, a great deal, somewhat, or not at all?"

<sup>4</sup>The following question was asked for this item, "To what degree do you feel residents' families respect you, as part of the health care team? Would you say, a great deal, somewhat, or not at all?"

<sup>5</sup>The following question was asked for this item, "To what degree do you feel your supervisor respects you, as part of the health care team? Would you say, a great deal, somewhat, or not at all?"

NOTE: Percentages are based on the unrounded numbers.

**Table 37. Number and percent distribution of certified nursing assistants currently working in nursing homes, according to total time worked as a nursing assistant, by how much their supervisor, the facility organization, and society values their work: United States, 2004–2005**

Valuation	Nursing assistants working in nursing homes <sup>1,2</sup>	Total time worked as a nursing assistant								
		Fewer than 2 years	2 to 5 years	6 to 10 years	More than 10 years	Total <sup>2</sup>	Fewer than 2 years	2 to 5 years	6 to 10 years	More than 10 years
		Number					Percent distribution			
Total <sup>2</sup> . . . . .	680,800	130,800	178,000	130,500	240,000	100.0	100.0	100.0	100.0	100.0
Supervisor values work <sup>3</sup>										
Very much . . . . .	376,000	72,300	89,500	61,900	151,300	55.2	55.2	50.2	47.4	63.1
Somewhat . . . . .	256,100	50,000	75,600	57,200	73,200	37.6	38.2	42.4	43.8	30.5
Not at all . . . . .	43,700	*8,400	*12,300	*9,900	*13,200	6.4	*6.4	*6.9	*7.6	*5.5
Facility organization values work <sup>4</sup>										
Very much . . . . .	314,500	65,800	72,700	48,900	126,000	46.2	50.3	40.8	37.4	52.5
Somewhat . . . . .	302,400	56,900	85,800	67,700	91,800	44.4	43.5	48.2	51.9	38.3
Not at all . . . . .	54,300	*7,000	16,800	*13,000	17,400	8.0	*5.4	9.5	*10.0	7.3
Society values work <sup>5</sup>										
Very much . . . . .	288,100	49,200	72,000	54,400	111,100	42.3	37.6	40.4	41.7	46.3
Somewhat . . . . .	306,500	65,600	84,200	57,100	99,400	45.0	50.1	47.3	43.8	41.4
Not at all . . . . .	81,200	15,600	20,800	17,700	27,100	11.9	12.0	11.7	13.5	11.3

\* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (\*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

<sup>1</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>2</sup>Includes unknowns.

<sup>3</sup>Supervisor values work was determined by the following question, “How much do you think your supervisor values or appreciates the work that you do as a nursing assistant? Would you say . . .very much, somewhat, or not at all?”

<sup>4</sup>Facility organization values work was determined by the following question, “How much do you think the organization at [SAMPLED FACILITY] values or appreciates the work that you do as a nursing assistant? Would you say . . .very much, somewhat, or not at all?”

<sup>5</sup>Society values work was determined by the following question, “How much do you think society values or appreciates the work that you do as a nursing assistant? Would you say . . .very much, somewhat, or not at all?”

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

**Table 38. Number and percent distribution of certified nursing assistants currently working in nursing homes, by reported supervisor's management skills: United States, 2004–2005**

Supervisor management skills <sup>1,2</sup>	Assessment of supervisor management skills					Total <sup>3</sup>	Assessment of supervisor management skills			
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Strongly agree		Somewhat agree	Somewhat disagree	Strongly disagree	
	Number						Percent distribution			
Nursing assistants' supervisors:										
Provide clear instructions . . . . .	431,900	159,900	39,000	45,000	100.0	63.4	23.5	5.7	6.6	
Treat all nursing assistants (NAs) equally . . . . .	300,100	159,200	84,700	132,100	100.0	44.1	23.4	12.4	19.4	
Deal with NAs' complaints and concerns . . . . .	332,000	197,000	63,200	84,400	100.0	48.8	28.9	9.3	12.4	
Are open to new or different ideas . . . . .	382,800	188,800	47,200	55,400	100.0	56.2	27.7	6.9	8.1	
Support NAs' career advancement . . . . .	323,900	194,000	61,800	84,100	100.0	47.6	28.5	9.1	12.3	
Help NAs with job tasks . . . . .	333,100	165,700	59,300	117,700	100.0	48.9	24.3	8.7	17.3	
Listen to NAs' worries about resident care . . . . .	480,600	133,800	27,200	35,800	100.0	70.6	19.7	4.0	5.3	
Support NAs working as part of health care team . . . . .	390,000	183,300	38,800	55,600	100.0	57.3	26.9	5.7	8.2	
Discipline or remove nonperforming NAs . . . . .	264,800	185,000	85,900	131,600	100.0	38.9	27.2	12.6	19.3	
Tell NAs when doing a good job . . . . .	358,900	160,600	55,400	103,200	100.0	52.7	23.6	8.1	15.2	

<sup>1</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>2</sup>Supervisor management skills were determined by responses to the following questions. "The next questions are about your supervisor at [SAMPLED FACILITY]. This is the person who oversees you on a daily basis and instructs you on job tasks. I'm going to read you some statements about your supervisor. Please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement. My supervisor a) provides clear instructions when assigning work; b) treats all nursing assistants equally; c) deals with the complaints and concerns of nursing assistants; d) is open to new and different ideas, such as a new or better way of dealing with resident care; e) is supportive of progress in my career, such as further training; f) helps me with my job tasks when help is needed; g) listens to me when I am worried about a resident's care; h) supports nursing assistants working in groups or teams with other health care workers, such as physical therapists, dieticians, Registered Nurses, Licensed Practical Nurses, or other nurses; k) disciplines or removes other nursing assistants who do not do their job well or their share of the work; and j) tells me when I am doing a good job.

<sup>3</sup>Includes unknowns.

NOTE: Percentages are based on the unrounded numbers.

**Table 39. Number and percentage of certified nursing assistants currently working in nursing homes, by types of problems that make it difficult to work at facility or make nursing assistants dislike job: United States, 2004–2005**

Problems at work <sup>1</sup>	Nursing assistants working in nursing homes <sup>2</sup>	
	Number	Percent
Total <sup>3</sup> . . . . .	680,800	100.0
No problems . . . . .	114,300	16.8
One or more problems . . . . .	562,300	82.6
Type of complaint		
Problem with coworkers . . . . .	202,000	29.7
Workload . . . . .	174,500	25.6
Problem with supervisor or nurses . . . . .	157,900	23.2
Pay or benefits . . . . .	110,700	16.3
Lack of respect or appreciation . . . . .	86,300	12.7
New rules or procedures . . . . .	30,500	4.5
Problem with schedule . . . . .	28,800	4.2
Nature of job . . . . .	22,300	3.3
Other problems . . . . .	171,000	25.1

<sup>1</sup>Problems at work are determined by responses to the following question, "There are usually things that people like and dislike about their jobs. Please tell me the types of problems or incidents at work that make it difficult for you to work there or cause you to dislike your job." Response options included problems with supervisor or nurses; problems with coworkers; lack of respect or appreciation for work; pay or benefits; problems with schedule; new rules or procedures; workload; health or personal issues; nature of job; other; or nothing or no complaints.

<sup>2</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>3</sup>Includes unknowns.

NOTES: Numbers will not add to total because a nursing assistant may be included in more than one category. Percentages are based on the unrounded numbers.

**Table 40. Number and percent distribution of certified nursing assistants currently working in nursing homes, by amount of nursing assistant turnover at current facility, according to selected facility characteristics: United States, 2004–2005**

Facility characteristic	Nursing assistants working in nursing homes <sup>2</sup>	Total <sup>3</sup>	Turnover of nursing assistants <sup>1</sup>		
			A lot	Some	A little or none
			Percent distribution		
All facilities. . . . .	680,800	100.0	50.1	29.3	19.3
Beds					
Fewer than 50 . . . . .	33,500	100.0	38.6	34.7	24.9
50–99 . . . . .	190,300	100.0	51.6	27.9	19.7
100–149 . . . . .	230,900	100.0	50.9	29.8	18.5
150 or more . . . . .	226,200	100.0	49.7	29.1	19.1
Geographic region					
Northeast . . . . .	161,400	100.0	46.4	30.2	21.5
Midwest . . . . .	206,500	100.0	51.3	30.1	17.6
South . . . . .	217,600	100.0	52.7	27.6	18.8
West . . . . .	95,400	100.0	47.9	30.0	20.7
Location					
Metropolitan statistical area <sup>4</sup> . . . . .	516,500	100.0	48.2	30.0	20.4
Micropolitan statistical area <sup>5</sup> . . . . .	89,600	100.0	56.5	27.4	15.9
Other location <sup>6</sup> . . . . .	74,700	100.0	55.4	27.2	16.4
Affiliation					
Chain . . . . .	368,600	100.0	51.3	28.3	19.3
Independent . . . . .	312,200	100.0	48.7	30.5	19.4
Ownership					
Proprietary . . . . .	398,300	100.0	53.8	26.7	18.0
Voluntary nonprofit. . . . .	214,800	100.0	43.7	34.1	21.1
Government and other . . . . .	67,800	100.0	48.8	29.8	21.3

<sup>1</sup>Turnover is determined by responses to the following question, "At your facility how much turnover among nursing assistants would you say there is? By turnover we mean assistants quitting or leaving and new nursing assistants starting work. Would you say there is . . . a lot, some, a little, or none?"

<sup>2</sup>Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

<sup>3</sup>Includes unknowns.

<sup>4</sup>A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

<sup>5</sup>A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

<sup>6</sup>Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to total because of rounding. Percentages are based on the unrounded numbers.