

## Staff Perceptions of Caregiving Role (SPCR)

### Description

The SPCR is a 78 item self-report tool developed to measure staff perceptions of family and staff caregiving roles as sources of stress. Many of the items are analogous to items in the Family Perceptions of Caregiving Role (FPCR) instrument, which is used to measure multiple dimensions of family member stress associated with an institutionalized AD relative. Various aspects of caregiver role and caregiver burden are assessed as well as interactions and negotiations with family members.

**NOTES:** We are currently using a subscale structure described below.

A reliability analysis with approximately 450 nursing staff members identified three items with unsatisfactory item-to-total correlations. These items were 12, 13, & 14. It looks like all of the hassle subscale items (items 59-78) should be dropped because there is a strong “response set” pattern with this subscale. Many subjects go right down the line of items marking the same response throughout. (Note: The hassle subscale might nevertheless be useful in detecting changes, but treating as a part of the SPCR distorts the factor analysis and estimates of reliability overall.)

An exploratory factor analysis done on the remaining items (without hassles scale) yielded a four-factor solution. The subscales as defined by this factor analysis are

Factor 1 -- Task Burden:	Items 23 to 28, 30 to 37, 38, 55 to 58 ( $\alpha = .84$ )
Factor 2 --Role Inadequacy/Frustration:	Items 39, 40, 44 to 54 ( $\alpha = .82$ )
Factor 3 -- Dominion (control vis-à-vis family members):	Items 1 to 3, 5, 6, 9, 11, 16, 20 to 22, 29 ( $\alpha = .70$ )
Factor 4 -- Exclusion (of family members):	Items 4, 7, 8, 10, 15, 17 to 19, 41 to 43 ( $\alpha = .70$ )

The four factors can be grouped into two pairs. The first pair consists of factors related to outcomes (consequences) of staff role performance. One factor represents the negative experience of task performance. The other represents the sense of inadequacy/frustration in role performance. The former can be seen as expressing the costs of role performance and the latter as expressing the (lack of) benefits from role performance. The second pair consists of factors related to the role of family members in caregiving within the facility. One factor represents dominion within the facility (whether staff or family controls matters) and the other represents exclusion of family members from participation in caregiving within the facility.

The distinction between Dominion and Exclusion is substantively interesting because it implies that a willingness to include family members in caregiving is distinct from a willingness to grant them control over caregiving.

The scale has been found to correlate with job satisfaction. Also, staff on small units have significantly better (lower) scores than staff on large units and RNs score significantly lower than nursing assistants on 3 of the four subscales.

### Development History

Developed by the investigators (Maas and Buckwalter). Some items were adapted from The Burden Inventory (Zarit, Orr & Zarit, 1985) and Kinney and Stephen's (1989) Hassle's Scale.

**IMPORTANT NOTE:** Items 4, 7, 12-14, 17-19, 33, 41-43 need to be *reversed* before scoring.