

## Organizational structure, nursing satisfaction and patient outcomes in home health care

John F P Bridges Ph.D.

Assistant Professor, Department of Epidemiology and Biostatistics,  
Health Services Research Division, Case Western Reserve University

This presentation will present preliminary work from a project done in conjunction with Penny Feldman (PI) at the Visiting Nurse Service of New York. The study relates objective and subjective measures of the organization, from the perspective of nurses, managers and physical therapists, to patient outcomes (adverse events). Variation in organizational characteristics is derived from a cross section of approximately 1,000 staff organized into 87 'teams'. Quality is determined from a list of 13 adverse events identified by the NIH and additional outcome measure available from the OASIS data collection. For the purposes of the study we are currently designing and pre-testing a staff survey, designing our data collection procedure, defining our 'episode of care' and choosing our outcome measures.

The purposes of this seminar are present and discuss the structure of the risk adjustment models, the identification of endogenous variables and system of estimated equations. Of particular importance is a discussion of potential aggregation of numerous outcome measures into a single index of quality and the choice of instrumental variables for the specification of the model.