

department head, having family-related stress were risk factors for ERI, suggesting that in this setting, the rewards of higher income and more prestige in leadership positions are offset by greater work-related demands. In conclusion, factors associated with ERI were both common and distinct among employees providing different types of long-term care services. Adjusting work demands and working hours, and identifying unique contributors to ERI within specific long-term care settings may help with job retention in these occupations.

RESEARCH ON THE RELATIONSHIP OF THE ORGANIZATION CAPACITY AND JOB SATISFACTION IN NURSING HOMES

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Objective: To explore the occurrence of organization capacity and to examine the relationships among the organization capacity and job satisfaction in nursing homes in China. **Methods:** A total of 577 participants in sixteen nursing homes in Hunan province of China were enrolled using a cluster randomized controlled trial. Staff job satisfaction was measured by Minnesota Satisfaction Questionnaire (MSQ) in short form, nursing homes' organization capacity was assessed by Shortell's Organization and Management Survey. One-way analysis of variance examined differences between variables. The relationship and correlation of organization capability, MSQ total score and scores in each dimension was analyzed. **Results:** Overall score of nursing homes' organization capacity was 99.5 ± 8.6 (level ranking, 21–105), and MSQ score was 78.2 ± 8.2 (level ranking, 20–100). Staff job satisfaction levels were significantly different among nursing staffs with different levels of organization capability ($F=9.40$, $P < 0.001$). Correlation analysis showed that organization capability level was positively correlated with staff job satisfaction ($r=0.52$, $P < 0.001$). And Correlation analysis showed that Working conditions ($r = 0.46$, $P < 0.001$), Leaders ($r = 0.46$, $P < 0.001$), Responsibility ($r = 0.51$, $P < 0.001$) and External reward ($r= 0.42$, $P < 0.001$) were positively associated with organization capability. **Conclusion:** The organization capability can be improved by active staff job satisfaction. But the job satisfaction of nursing staffs was at a moderate level. Thus effective measures such as creating a supportive work conditions, appointing suitable leaders, enhancing responsibilities and providing external reward should be considered by nursing managers to promote organization capability in nursing homes.

STRESS AND NURSING HOME ADJUSTMENT: MEDIATION BY RESOURCEFULNESS AND SELF-EFFICACY

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Relocation to a nursing home is often assumed to be associated with stress for older adults. This study aimed to explore how stress affect psychological adjustment of nursing home residents. A cross-sectional survey was conducted. A sample

of 386 nursing home residents was recruited from 11 nursing homes in Fujian Province, Southeast China. The Nursing Home Adjustment Scale, Perceived Stress Scale, Resourceful Scale, and General Self-Efficacy Scale were adopted to collect data. The path analysis was used to analyze the relationship of stress, nursing home adjustment, resourcefulness, and self-efficacy. The results indicated that stress directly caused poor nursing home adjustment. It also indirectly affected nursing home adjustment through the mediators of resourcefulness and self-efficacy, respectively. Furthermore, chained mediation was found from stress to nursing home adjustment through resourcefulness, and then through self-efficacy to cope with the negative affect. The current study contributes to the understanding of the mechanism of stress on nursing home adjustment in older adults. To improve their psychological adjustment, additional focus should be placed on enhancing resourcefulness and self-efficacy in nursing home residents.

THE ACTION PROJECT METHOD APPLIED IN NURSING HOME SETTINGS

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The action-project method (APM), developed in counselling psychology and used in various disciplines, has been shown to be useful for understanding major life transitions in different contexts. We argue that the APM is beneficial for studying the impact of nursing home (NH) home admission and daily life of residents and their families/friends. The APM enables researchers to explore how residents and their families/friends experience NH-life at individual and supra-individual levels of analysis. We applied the APM to solicit the views of residents and individuals close to them to understand their priorities for quality care. The APM data collection consisted of three stages. First, a resident and family member or other caregiver met with the interviewer who initiated a conversation about their experience in the NH. The interviewer then left the room but video-recorded the conversation. Second, the interviewer met with each participant to review the video with each participant offering reflection on the original conversation. These sessions were also recorded. Following transcription and analysis of the conversations, 3 lay-language narratives were created: 1 for each individual and 1 for the pair. Third, participants reviewed their own and the pair's narrative for additional comments. The APM offers a means to give a voice to NH residents and allows for people to talk about their experiences without the presence of a researcher. By using the APM, researchers can break down individual actions of participants and how these actions come together to form the project of navigating care in NHs.