**Interview Guide**

I am writing to you to invite you to be interviewed as part of a study which will be conducted in your hospital and carried out in collaboration with researchers of the Center of Applied Ethics in Organizations from the Kinneret College on the Sea of Galilee. This research aims to study work processes in the hospital.

Taking part in the research is entirely voluntary and you can decide whether or not you want to be interviewed. If you agree to participate, you may decline to answer any question and you can choose to leave the interview or withdraw your participation at any time without any consequences.

If you choose to be interviewed, we assure you that all your answers will remain anonymous and any information you provide will remain with the research team only and will not be used outside the study itself.

Your participation in the research is important to us and you can contribute to improving the organization’s workplace environment and increasing employees’ and managers’ work satisfaction.

The thematic interview guide included the following themes: strengths and weaknesses of the hospital and department; feelings toward the hospital and the hospital’s image; the employee’s main identities; the relationships within the department; and the contact and relationships between the departments

Interview Questions:

* Please tell me about your work.
* What is your role in the hospital? To what sector/department do you belong to?
* How long have you been working in the hospital? How long have you been working at your current job? How would you describe your current job? What does your job entail? What other roles have you taken in the hospital?
* What do you most like about your job? What do you least like about your work? What are your main challenges at work?
* With whom are you in contact with at work? What kind of relationship and interactions do you have with the people you work with?
* Tell me about the **hospital:** How would you describe it? What characterizes it? What are its strengths? What are its main challenges (points for improvement)?
* How do you feel towards the hospital? Are you proud of the hospital? If so, what makes you proud? What are you mainly proud of? What are you less proud of?
* Do you feel part of the organization (the hospital)? If so, what makes you feel part of it? What does it mean to you to be part of the hospital?
* What do you think is the image of the hospital? To what can you attribute this image?
* What would you tell someone if you wanted to persuade him/her to come work at the hospital, or to receive treatment in it?
* Tell be about your **department**: How would you describe it? How would you describe your work at the department?
* What are the main strengths of your department? What are the main weaknesses (points of further improvement)?
* How would you describe the relationships and communication between the staff in your department? How would you describe the teamwork? Are people helping each other often or not?
* Did the department make any changes in the last year? If so, what were the major ones?
* Tell be about the relationship of your department with other hospital departments. What are the points of contact? What is the nature of the relationship with other departments? How does mutual work take place?
* Are people from different departments cooperating or helping each other? Are there between-department collaborations that provide help? If so, in which ways?
* Are there any difficulties or obstacles in working with other departments? If so, what are they?
* How would you improve the relationship between departments?