Comparison of Job Performance and Job Satisfaction of Nurse Assistants in General Hospitals and Long-Term Care Hospitals

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The purpose of this study is to compare job performance and job satisfaction of nurse assistants in general hospitals and long-term care hospitals. The sample consisted of 179 nursing assistants, who were working in 5 general hospitals and 5 long-term care hospitals, located in Gwangju city and the Chonnam area. Data were collected by structured questionnaires, from July to August, 2011, and analyzed using descriptive statistics, chi-square test, Fisher Exact test, independent t-test, and one-way ANOVA, using a SPSS/Win 17.0 program.

There was no significant difference in job satisfaction between general hospital and long-term care hospital nurse assistants. Significant differences in job satisfaction of nurse assistants in general hospitals were observed according to age, marital status, education level, Duration of working as a nurse assistant, and turnover intention. There were significant differences in job satisfaction of nurse assistants in long-term care hospitals according to age, gender, education level, and turnover intention.

Nurse assistants in long-term care hospitals seem to conduct the work of nurses. However, in order to improve the quality of nursing care, the work of nurse assistants needs to be distinguished from that of nurses. Programs need to be developed that will help to improve job satisfaction among nurse assistants.

Keywords : General Hospital, Long-Term Care Hospital, Nurse Assistant, Job satisfaction
2. 연구의 목적

본 연구의 목적은 종합병원과 요양병원에 근무하는 간호조무사의 업무 특성과 직무만족도를 평가하고, 이를 바탕으로 간호조무사의 업무 만족도와 직무만족도에 영향을 미치는 관련 요인을 분석함으로써, 간호조무사의 직무 만족도를 향상시키고자 하는 것이며, 이는 간호조무사의 업무 만족도를 높이기 위한 제안사항을 마련하는 데 필요한 자료로 볼 수 있다. 이에 본 연구는 간호조무사의 업무 특성과 직무만족도를 평가하고, 이를 바탕으로 간호조무사의 직무 만족도를 향상시키기 위한 제안사항을 마련하는 데 필요한 자료를 제공하는 것이며, 이는 간호조무사의 업무 만족도를 높이기 위한 제안사항을 마련하는 데 필요한 자료로 볼 수 있다.