

(Professional Nurse Autonomy)

*

** . ***

Freidson, 1990).

1. (Kim, 1998).

1960
, 1970
(Pankratz & Pankratz, 1974)가
1980 . 1980
1990
(Alexander, Weisman
& Chase, 1982; Edwards, 1988),
(Curtin, 1982),
(McKay, 1983),
(Batey & Lewis,
1982; Holden, 1991),
(Cassidy,
1991), (Wiens, 1990),
(Dwyer, Schwartz & Fox, 1992),
가
(Schutzenhofer & Musser, 1994),
(Wade, 1999)
가
(McClure, 1984, Kim, 1994 ;
Singleton & Nail, 1984; Edwards, 1988;
(Seong, 1983),

* 2000

**

2001 4 16

2001 5 9

2001 10 9

(Kim, 1994), 가 .

(Lee, 1996; Lee, 2000), 1.

3 4 (Kim, 1998)가 1)

가 (structure), (trait)

(professional nurse autonomy) 가 ,

2. Greenwood(Park, 1997)

(1) , (2) , (3)

(professional power) (Lee, 2000). , autonomy autos

Walker & Avant(1988) nomos

1) , 2) , 3) (self rule) (Curtin, 1982; Dempster, 1994; Wade, 1999). , 4) , , , 5) , 6)

가 가, 가

17 4 , 21

(Dempster, 1994).

? , ? (self regulation) ? , 가 ? , 가 (Freidson, 1994). McKay(1983)

가 (Kim, 1994; Wiens, 1990), 가 (Singleton & Nails, 1984), 가 (Lee, 1996; Cho, Lee, Lee; 1999), Freidson(1971) (Lee, 2000) (work autonomy) (Engel, 1970; Batey & Lewis, 1982; Mckay, 1983), (Batey & Lewis, 1982; Lee, 2000). Hall(1968) (Hage, 1980). 2) (McKay, 1983), 가 (Batey & Lewis, 1982). 가 (Slavitt, Stamp, Piedmont & Hasse, 1978; Lee, 1996) 가 (McKay, 1983) 가 (Lee, 1996; Cho, Lee, Lee, 1999; Lee, 2000; Alexander, Weisman, & Chase, 1982). 가 (Curtin 1982; Cherow, 1994; Dempster, 1994). 가가 가가 가가

가 (Pankratz & Pankraz, 1974), (advocacy) (McKay, 가 (Curtin, 1983). 1982; Pinch, 1985; Cassidy & Oddy 1988). Boughn(1995)

가 (Freidson, 1971). Schuzenhofer(1983) 가

가 가 (Weisman, 1980). 가 (Kritek, 1985; Kim, 1994).

(empowerment), 가 가 (Engel, 1970; McKay, 1983).

(McKay, 1983). 가 Wade(1999)

가

가 , 2) 가 1)
, 3)
, 4) , 5)
, 6)
7) , 8)
, 9) , 10)
, 11) .
1) , 2) , 3) , 4) , 5)
, 6) , 7) , 8) , 9) , 10)
, 11) , 12) , 13) ,
3) 14) , 15) , 16) 가
, 17) , 18)
19) , 20) , 21)

(The
New Dictionary of Korean, 1990), 3.
(Marriam-Webster, 1988),
(Han Dictionary of Korean, 1998),
가
(The Great
Encyclopedia of Korean, 1998),
3
가
(The Dictionary of Education, 1972), 1)
가 2)
(The 3)
Great Encyclopedia of World Philosophy, 1999), 4)
- 5)
가 6)
7)
가 가 8)
(Korean Association for Studies of 9)
philosophical Thought, 1997)' 10)
11)
2. 12)

2001 10

13)

14)

15)

가

4.

가

가

(Alexander, Weisman & Chase,

1982)

가

5

가

가

(empowerment),

가

(Kim, 1994; Lee, 1995; Cho, lee, Lee, 1999; Lee, 2000; Alexander, Weisman, & Chase, 1980; Dwyer, Schwartz & Fox; 1992; Hinshaw, Smeltzer & Atwood, 1987; Wade, 1999).

가

가

5.

1)

가

가

7

가

68

68

가 68

가 11

가

가

500cc BUN, Cr

가 50cc 가 1000cc가

가

가

가

가

가

2) 3) 5 10

Whipple operation 73 가

가

(APC)

8

EBL() 3000cc 가

7000cc/4800cc 가

60-100cc

가

5 30cc가

가

가 APC 가 가

가

가

20-30cc

CHF가

가

CVP

가

(CVP) CVP

4cm H₂O 10cc

4) Activity Scale(NAS)(Schutzenhofer, 1988),
 Autonomy, the Caring Perspective(ACP)
 (Boughn, 1995) . PNAS 1)
 , 2) , 3)
 2 4 3
 가 ,

(Collins &
 Henderson, 1991). NAS

25 ,
 가 가 . ACP
 가 3.0 KCL , 4 , 50
 KCL 가

Tolerable Diet , 4 ,
 , , 3 400 . PNAS
 NAS

ACP NAS
 가
 가

(Wade, 1999).

<Figure 1>

6.

(empirical referent) ,
 가
 (, 1994; Wade,
 1999).

Pankrazt Nursing Attitude Scale
 (PNAS)(Pankratz & Pankratz, 1974), Nursing

Reference

- Alexander, C. S., Weisman, C.S. & Chase, G. A. (1982). Determinants of Staff Nurses' Perceptions of Autonomy with in Different Clinical Contexts. *Nursing Research*, 31(1), 48-52.
- Batey, M. V., & Lewis, F. M. (1982). Clarifying Autonomy and Accountability in Nursing Service: Part 1. *J of Nursing Administration*, 12(9), 13-18.
- Boughn, S. (1995). An Instrument for Measuring Autonomy-Related Attitudes and Behaviors in Woman Nursing Students. *J of Nursing Education*, 34(3), 106-113.
- Cassidy, V. R., & Oddy, L. F. (1991). Professional Autonomy and Ethical Decision Making among Graduate and Undergraduate Nursing Majors: A Replication. *J of Nursing Education*, 30(4), 149-151.
- Cherow, E. (1994). Professional Autonomy: Then is Now. *Seminars in Hearing*, 15(3),178-189.
- Cho, H., Lee, O. C., & Lee, H. S. (1998). A Correlational Study on Nurses' Professional Autonomy, Self-concept, and Job Satisfaction, *J of Red Cross Nursing*, 20, 125-141.
- Collins, S. S., & Henderson, M. C. (1991). Autonomy: Part of the Nursing Role? *Nursing Forum*, 26(2), 23-29.
- Curtin, L. (1982). Autonomy, Accountability, and Nursing Practice. *Topics in Clinical Nursing*, 4(1), 7-14.
- Dempster, J. S. (1994). Autonomy: A Professional Issue of Concern for Nurse Practitioner. *Nurse Practitioner Forum*, 5(4), 227-234.
- Dwyer, J. P., Schwartz, R. H., & Fox, M. L. (1992). Decision Making Autonomy in Nursing. *J of Nursing Administration*, 2(2), 17-23.
- Edwards, D. (1988). Increasing Staff Nurse Autonomy: A Key to Nurse Retention. *J of Pediatric Nursing*, 3(4), 265-268.
- Engel, G. (1970). Professional Autonomy and Bureaucratic Organization. *Administrative Science Quarterly*, 15(3), 12-21.
- Freidson, E. (1971). *Profession of Medicine*. New York: Dodd Mead.
- Freidson, E. (1990). Professionalism, Caring, and Nursing. Paper prepared for the Park Ridge Center, Park Ridge, Illinois, <http://itsa.ucsf.edu/eliotf>
- Freidson, E. (1994). Method and Substance in The Comparative Study of Profession. Plenary Address, Conference on Regulating Expertise, Paris, April 14, http://itsa.ucsf.edu/eliotf/method_and_Substance_in_Co.html
- Greenwood, E. (1981). Attributes of a Profession Revisited. Gilbert, N. and Specht, H.(Eds). *The Emergence of Social Welfare and Social Work*. 2nd ed., Itasca, III.F.E.Peacock
- Hage, J. (1980). *Theoris of Organization: Forms, Process, and Transformation*. New York: Wiley
- Hall, R. H. (1968). Professionalization and Bureaucratization. *American Sociological Review*, 33, 92-104.
- Hinshaw, A. S., Smeltzer, C. H., & Atwood, J. R. (1987). Innovative Retention Strategies for Nursing Staff. *J of nursing Administration*, 17(6), 8-16.
- Holden, R. J. (1991). Responsibility and Autonomous Nursing Practice. *J Adv Nurs*, 16, 398-403.

- Kim, E. S. (1994). *A Study on Attitude Toward Professional Autonomy and Job Satisfaction of Clinical Nurses*. The Graduate School of Education, Ewha Womans University.
- Kim, S. Y. (1998). *A Study of Autonomy of Associate and Baccalaurate Degree Women Nursing Student*. The Graduate School of Education, Ewha Womans University.
- Korean Association for Studies of Philosophical Thought. (1997). *The Great Encyclopedia of Philosophy*. Seoul: Dongnyok Publisher.
- Kritek, P. B. (1985). Faculty Governance: A Key to Professional Autonomy, *J of Nursing Education*, 24(9), 356-359.
- Lee, S. K. (1996). *A Study on the Relationship between Autonomy and Group Cohesiveness*, The Graduate School of Nursing, Seoul National University.
- Lee, S. M. (2000). The Causal Relationship among Nurses Perceived Autonomy Job Satisfaction and related variables. *J of Korean Nursing Admin Acad Society*, 6(1), 109-122.
- Marriam-Webster's *Ninth New Collegiate Dictionary* (1988). Marriam Webster Inc.
- McClure, M. L. (1984). Managing the Professional Nurse. Part II. Applying Management Theory to the Challenges. *J of Nursing Administration*, March, 14(3)11-17.
- Mckay, P. S. (1983). Interdependent Decision Making: Redefining Professional Autonomy, *Nursing Administration Quarterly*, 7(4), 21-30.
- Pankratz, L., & Pankratz, D. (1974). Nursing Autonomy and Patients Rights: Development of a Nursing Attitude Scale. *J of Health and Social Behavior*, 15, 211-216.
- Park, J. W. (1997). A Study for a Theory of Profession. Social Science Reserch Institute Kyungsung University, *Social Science Reserch* 13. <http://ssri.kyung.ac.kr/doc/13-7.html>
- Pinch, W. J. (1985). Ethical Dilemmas in Nursing. The role of the Nurse and Perceptions of Autonomy. *J of Nursing Education*, 24(9), 372-376.
- Rothman, R. A. (1987). *Working Sociological Perspectives*. Prentice Hall.
- Schutzenhofer, K. K., & Musser, D. B. (1994). Nurse Characteristics and Professional Autonomy. *Image: J of Nursing Scholarship*, 26, 201-205.
- Schutzenhofer, K. K. (1983). The development of Autonomy in Adult Woman. *J of Psychological Nursing and Mental Health Services*, 21(4), 25-30.
- Schutzenhofer, K. K. (1988). Measuring Professional Autonomy in Nurses. Strickland, O. L. & Waltz, C. F.(eds). *Measurement Nursing Outcomes*. New York: Springer Publishing Company, 3-18.
- Seong, I. S. (1983). *A Study Determints of staff Nurses' Perception of Autonomy in Practice*. The Graduate School of Health Seoul National University.
- Shin, K. R. (1994). A Concept Analysis of Intuition. *J Korean Acad Nurs*, 24(2), 206-215.
- Sim, Y. J., Yoo, H. J., & Park, S. H. (1992). *Industrial Sociology*. Seoul:Kyungmoonsa.
- Singleton, E. K. & Nail, F. C.(1984). Role Clarification; A Prerequisite to Autonomy. *J of nursing Admnistration*, 14(10), 17-22.
- Slavitt, D. B., Stamp, P. L., Piedmont, E. B., & Hasse, M. B. (1978). Nurses' Satisfaction with Their Work Situation. *Nursing Research*, 27(2), 114-120.
- The Dictionary of Education*. (1972). Seoul: Kyoyook Kwahaksa Publishing.
- The Great Encyclopedia of Korean*. (1998). Seoul: Minjungserim.
- The Great Encyclopedia of World Philosophy*. (1999). Seoul: Coryo Pubulishing Company.
- The New Dictionary of Korean*. (1990). Seoul: Dongah Pubilishing Company.
- Wade, G. H. (1999). Professional Nurse

Autonomy: Concept Analysis and Application to Nursing Education. *J of Adv Nurs*, 30(2), 310-318.

Wallker, L. O., & Avant, K. C. (1988). *Strategies for Theory Construction in Nursing*(2nd Ed.), Norwalk: Appleton & Lange.

Weisman, et al. (1980). Job Satisfaction among Hospital Nurses: A Longitudinal Study. *Health Services Research*, 15, 341-64.

Wiens, A. G. (1990). Expanded Nurse Autonomy. *J of Nursing Administration*, 20(12), 15-22.

Han Dictionary of Korean (1998). Seoul: Seongandang.

- Abstract -

Concept Analysis of Professional Nurse Autonomy

*Chi, Sung-Ai**, *Yoo, Hyung-Sook***

Professional nurse Autonomy is an essential attribute of a discipline striving for full professional status. Purpose: This study was to clarify the concept of professional nurse autonomy to provide basic data needed for development of professional autonomy enhancing strategies. Method: This study use the process of Walker & Avante's concept analysis based

on Wade's research (1999), and field data of 21 nurses. Results: Professional nurse autonomy is defined as competency and creative performance of the professional nurse in practice, to decide independently or interdependently nursing activities and to be had accountable for results of decisions, that reflect advocacy and caring. It was identified that critical attributes include responsible discretionary decision making, collegial interdependence, initiative, creativity, and caring, advocacy, cooperative relationship with clients, receptive capacity to others, activeness, self confidence, and devotion and responsibility to their profession. Antecedents include personal characteristics, educational background, experience and structural characteristics that enhance professional nurse autonomy. Consequences of professional nurse autonomy are feelings of self-efficacy, empowerment, job satisfaction, reduction of intention to leave their job. Conclusion: According to these results, it is recommended that the curriculum provides an environment for learning professional nurse autonomy, and that is used as basic data to develop strategies to enhance professional autonomy of nurse in practice and it's effects

Key words : Professional nurse autonomy

* Professor, Dept. of Nursing, Chung Ang University
** Doctoral Candidate, Graduate School, Chung Ang University