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1986),
(Jeong, 1998; Maurier & Northcott, 2000; Norbeck, 1985; Packard & Motowidlo, 1987; Schaefer & Moos, 1996).
(Cavenar & Brodie, 1983),
LaRocco (1980)
23
2,010
(Williams, 1989)
Motowidlo (1986)
가
(N = 171) 가
(Lee, 1996),
(r = .28, p < .01). Maurier Northcott (2000)
가
(r = .33, p < .01),
(LaRocco, House, & French, 1980).
(Motowidlo, Manning, & Schaefer Moos (1996) 405
Packard, 1986)
(Motowidlo et al.,

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**

2002 4 12

2002 7 29

2002 11 6

1. Park, Lee & Kim (2001)
 .83 Cronbach's Alpha
 Lee Choi(1999) .89
 Cronbach's Alpha
 Cronbach's alpha .89
- 2)
 (, , ,)
 (= 1)
 (3 = 1) Dummy coding
- 2 2 4 3
 1 RN-BSN
 198 1999 5 2000 3
 가
- 30-40
 (1) (Role Conflict) (Role Ambiguity): Rizzo, House, Lirtzman (1970)
 Box
 220 가 198 가 90%
 (N = 198)가
 power analysis (Cohen, 1988)
 effect size $f^2 = .20$
 .05 , $u = 16(16)$ 1
), $v = 181$, $= 39.6$ power = .98
- 6
 5 , ' ,
 1 ' 5 가
- 가
2. Rizzo
 (1970) .82 .78
 (Kuder-Richardson internal consistency reliabilities with Spearman-Brown corrections)
 , Cronbach's
 Alphas .77, .76
- 20
 4
 0() 3()
 가
- 가 CES-D 0 60 가
 Radloff(1977) 16
 16 , 16
- (2) (Role Overload):
 Beehr, Walsh, Taber(1976)가
 3
 3 ' , ' , ' 가

가

Spearman-Brown prophecy formula
median inter-item correlation .56 reliability가 (Beehr et al., 1976), 20
2 test-retest reliability .83

(3) (Work Satisfaction):
Stamps, Piedmont, Slavitt, Haase(1978)가

가

가 48

(9),
(8), - (3), (10
) , (5), (6),
(7) 가

가

1

가 (factor loading
<.30)

47

가

가

가

가

Alpha .83 Cronbach's
Alphas .62 - .75 Cronbach's

3.

198 SPSS WIN

1)

2)

1.

<Table 1>

26	30	가 40%	가	30
3	가	63%	가	60%
가	2	3		
29%	가		88%	가
			36%	가 2

<Table 1> General characteristics of nurses
(N = 198)

Variables	Mean (SD)	N (%)
Age(years)		29.71(5.23)
25 and below		47(23.7)
26-30		78(39.4)
31-35		48(24.2)
36-40		18(9.1)
41 and above		7(3.5)
Marital Status		
not married		124(62.6)
married		74(37.4)
3 year early nursing school		2(1.0)
Education		
college		118(59.6)
Bachelor degree		70(35.4)
Master degree		8(4.0)
Household annual income (10,000Won)		
1,000 below		3(1.5)
1,000-1,999		42(21.2)
2,000-2,999		57(28.8)
3,000-3,999		34(17.2)
4,000-4,999		32(16.2)
5,000-5,999		18(9.1)
6,000 and above		12(6.1)
Night shift		
no		24(12.1)
yes		174(87.9)
Hospital types		
Secondary		71(35.9)
Tertiary		127(64.1)

<Table 2>

<Table 2> Descriptions of study variables

Variables (# of items)	Mean(SD)	Potential Range	Actual Range
Work characteristics			
Role ambiguity(6)	1.94(.59)	1-5	1.0-3.67
Role conflict(8)	3.03(.60)	1-5	1.5-5.0
Role overload(3)	3.41(.68)	1-5	1.0-5.0
Work satisfaction			
Adminstration(10)	22.50(4.85)	10-50	13-35
Autonomy(5)	16.12(3.04)	5-25	8-25
Dr-Nr relationship(2)	5.63(1.59)	2-10	2-10
Interaction within nurses(7)	22.79(3.70)	7-35	14-33
Pay component(9)	20.53(5.01)	9-45	10-34
Professional status(8)	28.62(4.52)	8-40	10-39
Task requirement(6)	13.03(3.24)	6-30	6-23
Depression	13.68(6.26)	0-60	4-47

Radloff(1977)가 cut-point 16

140 58

(, , ,

13.68(SD= 6.26) 58 (29%) 가) (, , ,

16)

3 7 가

3. 16 가

<Table 3> Mean differences in predictor variables between depressed and normal groups

Predictor variables	Depressed Group (N = 58)	Not-Depressed Group (N = 140)	Wilks' Lamba	F	P
Individual characteristics					
Age	28.8(4.01)	30.1(5.63)	0.99	2.65	.105
Marital status*	0.3(0.47)	0.4(0.49)	1.00	0.74	.390
Total household income	3.4(1.45)	3.9(1.52)	0.98	4.10	.044
Education	0.3(0.46)	0.4(0.50)	0.98	3.52	.062
Work characteristics					
Role Stress					
Role ambiguity	2.2(0.66)	1.8(0.53)	0.93	13.87	.000
Role conflict	3.1(0.60)	3.0(0.60)	1.00	0.10	.754
Role overload	3.4(0.68)	3.4(0.68)	1.00	0.01	.956
Work satisfaction					
Adminstration	22.9(4.96)	22.3(4.81)	1.00	0.59	.442
Autonomy	15.0(3.09)	16.6(2.90)	0.94	12.61	.000
Dr-Nr relationship	5.4(1.43)	5.7(1.65)	0.99	1.55	.215
Interaction within nurses	21.9(3.51)	23.1(3.73)	0.98	4.66	.032
Pay component	20.3(4.41)	20.6(5.26)	1.00	0.15	.699
Professional status	27.5(5.26)	29.1(4.10)	0.97	5.38	.021
Task requirement	13.3(3.47)	12.9(3.14)	1.00	0.72	.399
Night shift(1)*	0.9(0.22)	0.85(0.36)	0.98	3.47	.054
Tertiary hospital(1)*	0.47(0.50)	0.71(0.45)	0.94	11.57	.001

* Dummy Coded

(Assumption) 16

Box's M 168.73,

p>.05 U-statistics (Wilks' Lambda)

(Hair, Anderson, Tatham, & Black, 1995) <Table 4>. 16

(eigen value = .24) Wilks' Lambda .81

(

$\lambda^2 = 40.90$, p = .001)

1) 19% ($R^2 =$

$\lambda^2 = .44^2$).

<Table 5>

<Table 3> (Structure Matrix Correlations =

가 , , , Discriminant Loadings)

, , , (Standardized Discriminant Coefficients =

. Standardized Weights)

가 가 , (simple

, 2 linear correlation)

, , 가

, (Hair et al., 1995, p220)

2) (Canonical Discriminant Function)

, $\pm .30$

<Table 4> Canonical Discriminant Functions

Function	Eigen value	Canonical Correlation	Wilks' Lambda	Chi-Square	df	p-value
1	.24	.44	.81	40.90	16	.001

<Table 5> Discriminant loadings and standardized weights

Predictor Variables	Discriminant loadings	Standardized weights
Role ambiguity	-.54	-.43
WS-Autonomy	.52	.40
Tertiary hospital(1)	.49	.59
WS-Professional status	.34	.23
WS-Interaction within nurses	.31	.14
Total household income	.29	.17
Night shift (1)	-.28	-.28
Education	.27	.19
Age	.24	-.09
WS-Dr-Nrs interaction	.18	-.18
Marital status	.13	-.04
WS-Task requirement	-.12	.02
WS-Administration	-.11	-.30
WS-Pay component	.06	-.03
Role conflict	-.05	.06
Role overload	.01	-.05

Note: WS= Work satisfaction; Dr=Doctor; Nrs=Nurse.

<Table 6> Classification matrices for two-group discriminant analysis for both analysis and holdout samples

		Predicted Group Membership		Total(N = 198)
		Not-depressed group N (%)	Depressed group N (%)	
Original	Not-depressed group	98 (70.0)	42 (30.0)	140
	Depressed group	16 (27.6)	42 (72.4)	58
	Hit ratio	98 (70.0)	42 (72.4)	140 (70.7)
Cross-validated	Not-depressed group	92 (65.7)	48 (34.3)	140
	Depressed group	23 (39.7)	35 (60.3)	58
	Hit ratio	92 (65.7)	35 (60.3)	127 (64.1)

(Hair et al., 1995, p221)

range 20-80)

13.68 (SD= 6.26)

가

. Radloff(1977)가

cut-point

29%

가

Yoo

(1999)

(N = 108) 51%가

200 38%가

Byun Chung(1999)

3)

16

198

<Table

6>

140 98 (70%)

58 42 (72%)

71% Hit ratio

(50%)

16

CES-D 가
(N = 58), 16

(N = 170)

Hold-out Sample

Cross-validation

Wilks' Lambda

Hit ratio 64%

.81

(p<.001)

가

71% (Hit ratio)

(, ,)

, 2

2, 3

,

,

가

198

26

30

가

40%

가

,

63%가

가

2

3

가

29%

가

88%가

가

36%가

가

. Jeong(1998)

(N = 405)

가

(M = 44.1,

states: Higher order needs as a moderator.
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- Abstract -

Factors Discriminating Nurses' Depression among Personal and Environmental Characteristics

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Purpose: The purpose of this study was to examine the levels of depression experienced by Korean hospital nurses (N=198) and to identify discriminating factors of their depression experience among personal and environmental characteristics.

Method: A cross-sectional survey design was used to answer the research questions. A sample consisted of 198 hospital nurses in Korea. The data were collected from May 1999 to March 2000. Descriptive and discriminant

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analyses were utilized.

Result: Korean nurses experienced low levels of depression. Twenty nine percent of nurses in the study experienced depression based on the cut-point suggested by Radloff. Role ambiguity, working in the tertiary hospital, work satisfaction in autonomy, professional status and interaction within nurses were significant discriminating factors for nurses' depression. These factors correctly

discriminated 71% of the sample (Hit ratio=.71).

Conclusion: Based on the findings of this study, developing managerial intervention programs and examining the effects of the program for nurses to reduce their depression experience are suggested.

Key words : Nurses, Depression, Stress, Work satisfaction