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1) . 2) . 3) . 4) . 5) . 6) . 7) . 8)

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가 .

1.

가가 .

， 가 . 가 가

， .

， 가 가 ，

.

30 (Harvard Women's Health Watch, 1999, 2000).

가 (Korean National Statistical Office, 2001). 1970

2.4% 1997 11.7% 3

가 (Cheng et al., 2000; Ochs, 2001).

가 ,

가

가 , 가 (Troman, 2000).

.

\* 2001 .

1)

2)

3)

4)

5)

6)

7)

2002 4 16

2002 4 29

2002 8 2

가 (Career) (Work) 가

가 ,

가

(Jamal & 가

Baha, 2000; Nelson & Burke, 2000).

가

가 , 가 ,

(Pavalko & Smith,

1999), 가

가

가

가

Kanter(1993) 가

가

가

2.

가

(Laschinger

et al., 2001).

1)

2)

3)

4) ( / )

가

가 ,

Munro (1998)

5) 가

가

1.

3 (Shacham, 1983) 가  
10 , 1  
15 300 ,  
300 5 가 23  
, 257 , 278 .92  
535 가 89% .  
2001 9 1 10 30 .  
3.  
2.  
SPSS Win 10.0  
1) (Job stress) , ,  
Robinson (1997) , ,  
Work-Family Stress Inventory .  
Pearson's Correlation Coefficient ,  
가 t-test, ANOVA  
52 , Regression  
Analysis .  
1.  
<Table 1 2>  
305 (57%),  
221 (41.3%) ,  
345 (61.9%).  
73 (13.7%) .  
91.4%가 8  
10  
가 7 8  
191 (35.7%) 가 ,  
8 15 124 (23.2%) .  
22 55 ,  
33.7 . 가 4  
가 4 가 .  
1.66  
0 32 가  
,  
' 4 가 9.83  
가  
Profile of Mood States-Short Form 8.6 ,

8  
1 ( ) 4 ( )  
4.66 ) 3.09( 0.53)  
3.5 . 4 ( )  
2.43( 0.70)

<Table 1> Demographic characteristics of the study sample (N=535)

Variables		Frequency (%)
Marital status	Married	305(57)
	Unmarried	221(41.3)
	Divorced	4(0.7)
	Widowed	1(0.2)
	Missing	4(0.7)
Education	College	118(22.1)
	B.S.N	331(61.9)
	Master	71(13.3)
	Doctoral	2(0.4)
	Other special degree	3(0.6)
	Missing	10(1.9)
Working Hours	8 hrs/day	345(64.5)
	9hrs/day	107(20.0)
	10 hrs/day	37(6.9)
	Others	28(5.2)
	Missing	18(3.4)
Domestic working hours	Not at all.	59(11.0)
	Less than 8hrs/Week	191(35.7)
	8 15hrs/Week	124(23.2)
	16 25hrs/Week	94(17.6)
	26 35hrs/Week	38(7.1)
	36 45hrs/Week	16(3.0)
	More than 46hrs/Week	4(0.7)
	Others	2(0.4)
	Missing	7(1.3)

2.32

<Table 3>.

, 가 ,

, 3.65,

3.38

2.79, 가

2.69,

2.59

<Table 3> Mean and standard deviations of job stress, job satisfaction, and health

	Score Range	Mean $\pm$ SD
Job stress	1-5	2.76 $\pm$ 0.32
Job satisfaction	1-4	3.09 $\pm$ 0.53
Overall health	1-4	2.43 0.70
Mental health Symptom	1-5	2.32 $\pm$ 0.58

2. , ,  
1 ( ) 5  
( ) 2.76( 0.32)

<Table 2> Demographic characteristics of the study sample (N=535)

Variables	Mean $\pm$ SD	Range
Age (n=524)	33.7 $\pm$ 6.87	22 55
Family size (n=432)	3.70 $\pm$ 1.33	0 9
No. of children (n=261)	1.66 $\pm$ .59	0 3
Age of the first child (n=258)	9.83 $\pm$ 6.71	0 32
Working periods in current job (n=520)	8.60 $\pm$ 6.67	0 31
Periods in current position (n=513)	8.02 $\pm$ 6.44	0 30
Periods in current group member (n=505)	4.66 $\pm$ 4.99	0 28
Exceed working hours per week (n=307)	3.54 $\pm$ 3.26	0.2 30

3. , , (r = -.31) , 가  
.  
4. , ,  
<Table 4> .  
(r = -.35) ,  
(r = -.26) ,  
(r = .36) ,  
<Table 5> .  
p<.05 가  
, 가  
(r = .19) , (magnitude)가  
가  
(r = -.43) 가 가  
가 ,

<Table 4> Pearson correlation among the study variables

	1	2	3	4
1				
2	-.353**			
3	-.262**	.189**		
4	.357**	-.425**	-.306**	

\*\* p < .01

1. Job stress
2. Job satisfaction
3. Overall health status
4. Mental health problem symptom

<Table 6> .

가 ,  
가 2.81 가 ,  
가 2.76, 2.75,  
2.68 .  
Scheffe test

<Table 5> Group differences between nurses and teachers in job stress, job satisfaction, and health

	Nurses		Teachers		t	p
	M	SD	M	SD		
Job stress	2.71	0.32	2.79	0.31	-2.629	.009
Job satisfaction	2.99	0.52	3.19	0.51	-4.343	.000
Mental health problem symptom	2.37	0.63	2.28	0.52	1.900	.058
Overall health status	2.44	0.69	2.43	0.72	.190	.849



(Gardiner & Tiggemann, 1999) .  
(Eagly & Johnson, 1990) ,  
Jamal Baha (2000)  
가 가  
(Evans & Steptoe, 2002).  
가 가  
가 가  
가 (Jamal & Baha, 2000; Linde, 2000),  
가 가  
가 가  
(Pavalko & Smith, 1999; Russ, 2001).  
(Jung et al, 2001),  
가 가  
가 가  
가 Wicker August (1995)  
가 가  
가





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- Abstract -

### The Job Stress, Job Satisfaction, and Health of Women Who Work in the Professional Job: Nurses and Teachers

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Kim, Jeong-Eun<sup>6)</sup> · Choi, Jung-Rye<sup>7)</sup>

**Purpose:** This research study explores the job stress, job satisfaction, and health of women who works in the professional work place and identify the influence of the job stress and job satisfaction on the mental health status focused on the social and psychological structure of the workplace.

**Method:** 535 participants of registered nurses and teachers from 10 General Hospitals and 15 Middle and High School located in Seoul, Korea were completed the modified version of the short form Work-family stress inventory of questionnaire as used for job stress and mental health problems and perceived overall health status and job satisfaction.

**Result:** Job stress was significantly correlated with job satisfaction, overall health, and mental health. There were also significant group differences in job stress and job satisfaction between nurses and teachers. Multiple regression only moderately supported the effect of job stress and job satisfaction on the mental health of professional working women. Also marital status demonstrated a significant factor of group differences in job stress, work-family stress, job satisfaction, and mental health problem.

**Conclusion:** These results suggest that job stress in the work place has profound impact on job satisfaction and health of women who work in the professional job. This study also identified major sources and types of work-related stress on women's health which should be considered in a management for health promotion.

**Key words :** Job stress, Job satisfaction, Health, Mental health

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4) Catholic University, College of Nursing

5) Asan Medical Center, Seoul, Nursing Department

6) Yonsei University, College of Nursing

7) Korean Nurse Association, Seoul