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1.

(Lee, 2001;

Koo & Choi, 2000; Kim, & Kone, 1997; Suh & Kim, 1993),

(Lee, 1997; Lee,

1995),

(Noh & Sohng,

2000; Kim, 1998; Kim, et al, 1996)

(Kim, Kim & Lee, 2001),

(Chi & Yoo, 2001)

가  
(Cho, 1990; Han, 1985).

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(Chon, 2000)

(Sohng & Noh, 1996)

(Kim, et al, 1996).

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(Chon, 2000).

55%가

20%

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가

2001 9 10

2001 10 11

2002 4 8

- 가 . 가 11가 5
- (Lee, 2000; Kim, 2000). 21
- 가
- 2) ; Arthur(1990)가 Professional Self-Concept of Nurses Instrument (PSCNI) Sohng Noh(1996)가 27 Kim Susie (1996) 3 가 30 , , , 4 7 likert 4 가
- Arthur(1990) PSCNI - ( $r^2 = .79$ ) (Cronbach' = .85) Sohng Noh(1996) Cronbach' = .85 , Kim, Susie (1996) Cronbach' = .93 Cronbach' = .89
- 3) ; Kendall Hulin (1969) Job Descriptive Index(JDI) 가 (Kim & Park, 1999; Kim & Kone, 1997; Ahn & Jung, 1995; Gang, 1991) 24 , , , , likert 4 가 가 Kim Park(1999) Cronbach' = .70 Cronbach' = .72
1. 8 9 72 5 86 (accidental sampling) 2001 3 5 6 5 3
2. (Chi-square test) cell 5 가 Fisher
- 1) ; 가 (Lee, et al, 2000; Kim & Yun, 1999) 3)

(covariate)  
(ANCOVA)  
4)  
(one-way ANOVA) 1.  
가 (unbalanced data)  
GLM(Generalized Linear Model) <Table  
Scheffe test 1> '41 46  
'46 ' 12.0% 가  
'26 30 ' 25.9% 가  
35  
8 30 가 '26  
5 가 30 ' 31.6% 가  
'36 40

&lt;Table 1&gt; General characteristics of Subjects

Subject		Pub N (%)	Clin N (%)	Total N (%)
Age (years)	under 25	-	23 (14.6)	23 (14.6)
	26-30 under	9 ( 5.7)	41 (25.9)	50 (31.6)
	31-35 under	9 ( 5.7)	10 ( 6.3)	19 (12.0)
	36-40 under	16 (10.1)	9 ( 5.7)	25 (15.8)
	41-46 under	19 (12.0)	3 ( 1.9)	22 (13.9)
	over 46	19 (12.0)	-	19 (12.0)
Religion	protestant	12 ( 7.6)	14 ( 8.9)	26 (16.5)
	buddhism	20 (12.7)	21 (13.3)	41 (25.9)
	catholic	22 (13.9)	3 ( 1.9)	25 (15.8)
	others	2 ( 1.3)	2 ( 1.3)	4 ( 2.5)
	none	16 (10.1)	46 (29.1)	62 (39.2)
Marital status	single	6 ( 3.8)	69 (43.7)	75 (47.5)
	married	66 (41.8)	17 (10.8)	83 (52.5)
Education	college	47 (29.7)	74 (54.4)	121 (84.1)
	university	11 ( 7.0)	12 ( 7.6)	23 (14.6)
	graduate	2 ( 1.3)	-	2 ( 1.3)
Duration of job (years)	under 1-3	3 ( 1.9)	24 (15.2)	27 (17.1)
	3-6 under	4 ( 2.5)	36 (22.8)	40 (25.3)
	6-9 under	5 ( 3.2)	9 ( 5.7)	14 ( 8.9)
	9-12 under	15 ( 9.5)	8 ( 5.1)	23 (14.6)
	12-16 under	11 ( 7.0)	5 ( 3.2)	16 (10.1)
	over 16	34 (21.5)	4 ( 2.5)	38 (24.1)
Position	grade 9	3 ( 1.9)		3 ( 1.9)
	grade 8	15 ( 9.6)		15 ( 9.6)
	grade 7	47 (29.9)		47 (29.9)
	grade 6	6 ( 3.8)		6 ( 3.8)
	under grade 5	1 ( .6)		1 ( .6)
	nurse		65 (41.4)	65 (41.4)
	charge nurse		6 ( 3.8)	6 ( 3.8)
	head nurse		9 ( 5.7)	9 ( 5.7)
	others		5 ( 3.2)	5 ( 3.2)
Total		72 (100.0)	86 (100.0)	158 (100.0)

Pub : Public Health Nurse      Clin : Clinical Nurse

가 13.9% 가 , 12.7% '3 6 ' 25.3% 가  
 ' 29.1% 가 '16 ' 24.1%, '1 3  
 '가 13.3% ' 17.1%  
 ' 39.1% 가 '7 ' 29.9% 가 '8 '  
 ' 25.9% 9.6%, '6 ' 3.8%  
 41.8%가 ' , 43.7%가 41.4%가 ' , ' 5.7%  
 ' 52.5%, '  
 ' 47.5%  
 ' 29.7% , ' 7.0%, ' 2.  
 1.3%  
 54.4%, ' 7.6%  
 84.1%가 ' 14.6%가 ' , <Table 2>  
 1.3%가 ' 11가  
 '16 ' 21.5% 가 '9 x<sup>2</sup>-test  
 12 ' 9.5% , '3 가 5 , 가  
 6 ' 22.8% 가 '1 Fisher's exact test  
 3 ' 15.2%  
 가 (Fisher's p = .000), (Fisher's p =

<Table 2> Comparison for the Importance of Main Role between public health nurse and clinical nurse

	Importance of main role	Pub N (%)	Clin N (%)	$\chi^2$ (p)
Director of nursing	yes	58(36.7)	86(54.4)	Fisher's .000
	no	14( 8.9)	-	
Order executor	yes	26(16.5)	42(26.6)	2.588( .107)
	no	46(29.1)	44(27.8)	
Educator	yes	60(38.0)	68(43.0)	.463( .496)
	no	12( 7.6)	18(11.4)	
Counsellor	yes	70(44.3)	68(43.0)	Fisher's .000
	no	2( 1.3)	18(11.4)	
Manager	yes	52(32.9)	17(10.8)	43.834( .000)
	no	20(12.7)	69(43.7)	
Researcher	yes	10( 6.3)	27(17.1)	6.697( .009)
	no	62(39.2)	59(37.3)	
Mediator	yes	20(12.7)	7( 4.4)	10.667( .001)
	no	52(32.9)	79(50.0)	
Spokesman	yes	12( 7.6)	40(25.3)	15.809( .000)
	no	60(38.0)	46(29.1)	
Facilitator	yes	24(15.2)	37(23.4)	1.552( .212)
	no	48(30.4)	49(31.0)	
Evaluator	yes	8( 5.1)	-	Fisher's .001
	no	64(40.5)	86(54.4)	
Informer	yes	20(12.7)	38(24.1)	4.54( .033)
	no	52(32.9)	48(30.4)	
Fisher's : Fisher's exact test      Pub : Public Health Nurse      Clin : Clinical Nurse				

.000), (가) ( $x^2 = 43.834$ ,  $p = .000$ ),  
 ( $x^2 = 6.679$ ,  $p = .009$ ), ( ) ( $x^2 =$   
 10.667,  $p = .001$ ), ( $x^2 = 15.809$ ,  $p = .000$ ), 가), ( ), 가  
 가 (Fisher's  $p = .001$ ), ( $x^2 = 4.54$ ,  
 $p = .033$ )  
 1 가  
 (N = 86, 54.4%)  
 가 (N = 70, 44.3%)가 3.  
 (N = 52, 32.9%)가  
 (N = 27, 17.1%)가 ( )  
 (N = 20, 12.7%)가 <Table 3>  
 (N = 40, 25.3%)가 가 (N = 8,  
 5.1%)가 (N = 38, 24.1%)  
 가 (F = 16.62,  $p = .000$ )'

<Table 3> Comparison for the Professional Self Concept & Job Satisfaction between public health nurse and clinical nurse

	Source	F (p)	Group	M(SD)	Adjusted Mean	SE	t (p)
Professional Self Concept	group	19.53 ( .000)	Pub	79.26(8.14)	76.98	.92	-4.42 ( .000)
	age	16.62 ( .000)	Clin	81.39(4.79)	83.30	.82	
competence	group	19.80 ( .000)	Pub	58.26(6.30)	56.78	.73	-4.45 ( .000)
	age	11.05 ( .001)	Clin	60.60(3.83)	61.84	.65	
satisfaction	group	.07 ( .789)	Pub	5.38(1.12)	5.13	.14	-0.27 ( .789)
	age	8.22 ( .004)	Clin	4.97(0.93)	5.19	.13	
confidence	group	12.01 ( .000)	Pub	5.09(0.85)	4.87	.12	-3.47 ( .000)
	age	9.25 ( .002)	Clin	5.33(0.82)	5.52	.10	
empathy	group	4.01 ( .047)	Pub	10.51(1.27)	10.18	.18	-2.00 ( .047)
	age	8.82 ( .003)	Clin	10.47(1.22)	10.74	.16	
Job Satisfaction	group	.01 ( .918)	Pub	18.59(2.06)			1.95 ( .052)
	age	2.87 ( .092)	Clin	17.80(3.02)			
degree of class	group	.91 ( .342)	Pub	2.19(0.52)			-2.02 ( .044)
	age	.35 ( .556)	Clin	2.38(0.65)			
opportunity for advancement	group	1.53 ( .217)	Pub	1.87(0.50)			-2.93 ( .003)
	age	1.09 ( .297)	Clin	2.15(0.67)			
opportunity for prof development	group	1.00 ( .318)	Pub	2.13(0.51)			-0.97 ( .332)
	age	.23 ( .631)	Clin	2.23(0.69)			
work load	group	14.82 ( .000)	Pub	2.56(0.49)			6.43 ( .000)
	age	.45 ( .502)	Clin	1.95(0.70)			
working conditions	group	4.90 ( .028)	Pub	2.31(0.49)			4.24 ( .000)
	age	1.05 ( .307)	Clin	1.95(0.57)			
pay	group	8.82 ( .003)	Pub	2.33(0.53)	2.21	.08	2.96 ( .003)
	age	6.12 ( .014)	Clin	1.73(0.58)	1.83	.07	
importance of work	group	6.48 ( .011)	Pub	2.62(0.61)	2.50	.07	-2.54 ( .011)
	age	6.04 ( .015)	Clin	2.72(0.47)	2.82	.07	
social recognition	group	10.81 ( .001)	Pub	2.54(0.55)	2.40	.07	-3.28 ( .001)
	age	8.78 ( .003)	Clin	2.67(0.47)	2.78	.06	

Pub : Public Health Nurse

Clin : Clinical Nurse

M : Mean

prof development : professional development



<Table 4> GLM summary table for Professional Self Concept and Job Satisfaction according to demographic variables

Variables		Professional Self Concept				Job Satisfaction			
		Pub	F(P)	Clin	F(P)	Pub	F(P)	Clin	F(P)
		M(S.D)	Sche	M(S.D)	Sche	M(S.D)	Sche	M(S.D)	Sche
Age (years)	under 25	-	8.04	80.08(4.98)	4.39	-	1.11	19.13(2.88)	6.55
	26-30 under	73.88(7.21)	(.000)	80.46(3.53)	(.002)	17.88(2.14)	(.357)	16.65(3.07)	(.000)
	31-35 under	79.33(6.65)	5>2	84.60(5.23)	5>1	18.11(2.71)		16.40(1.42)	4>3
	36-40 under	74.62(4.48)	5>4	83.11(5.41)	5>2	18.18(1.47)		20.33(1.00)	4>2
	41-46 under	86.21(5.42)	5>6	88.33(6.35)		19.26(1.48)		20.33(1.15)	1>2
	over 46	78.73(9.36)		-		18.84(2.54)		-	
Religion	protestant	79.08(9.51)	.43 (.786)	76.57(2.68)	6.29 (.000)	19.00(3.07)	.58 (.677)	19.85(1.56)	6.89 (.000)
	buddhism	79.35(8.28)		83.61(5.42)	5>1	18.40(2.06)		16.57(2.71)	5>3
	catholic	80.81(7.22)		81.00(.00)	2>1	18.86(1.58)		12.00(.00)	4>3
	others	78.00(.00)		78.50(.707)		17.00(.00)		19.00(.00)	1>3
	none	77.31(8.92)		82.00(4.24)		18.37(1.92)		18.06(2.99)	1>2
Marital status	single	74.66(8.14)	2.12	80.78(4.67)	6.03 (.016)	18.00(1.78)	.54 (.463)	17.57(3.07)	1.91
	married	79.68(8.07)	(.149)	83.88(4.60)	2>1	18.65(2.09)		18.70(2.71)	(.171)
Educa- -tion			9.15 (.000)				.88 (.421)		
	college	80.29(7.45)				18.36(1.98)			
	university	75.60(7.28)	2>1			19.04(2.28)			
Duration of job (year)	graduate	97.00(.00)	3>2			19.00(.00)			
			3>1						
	under 1-3	73.66(4.72)	2.55	80.25(4.99)	5.10	18.33(.57)	.48	18.87(3.28)	2.37
	3-6 under	78.25(7.80)	(.036)	80.02(3.71)	(.000)	18.00(2.30)	(.792)	16.91(3.07)	(.046)
	6-9 under	74.60(9.52)	6>1	84.88(5.46)	6>2	18.80(2.77)		16.66(.86)	
	9-12 under	80.33(8.84)		82.12(3.64)	6>1	18.00(2.20)		18.50(3.02)	
	12-16 under	73.90(2.91)		83.00(1.00)	3>2	18.63(2.24)		17.80(2.58)	
	over 16	81.82(8.11)		89.25(5.50)		18.91(1.95)		20.50(1.00)	
	grade 9	75.00(3.46)	.51			18.33(.57)	1.16		
	grade 8	77.80(9.97)	(.730)			18.80(2.39)	(.336)		
Position	grade 7	79.89(7.48)				18.61(1.97)			
	grade 6	80.83(10.74)				17.50(2.16)			
	under 5	75.00(.00)				22.00(.00)			
	nurse			80.87(4.78)	1.74			17.43(3.21)	1.39
	charge nr.			81.16(1.32)	(.165)			18.16(1.72)	(.252)
	head nr.			84.00(4.30)				19.11(2.47)	
	others			84.20(7.25)				19.40(1.67)	

Pub : Public Health Nurse

Sche : Scheffe test

Clin : Clinical Nurse

GLM : Generalizeal Linear Model

SD=4.72)'

(M = 80.46, SD = 3.53)'

가

(M = 82.00, SD = 4.24)'

(F = 4.39, p = 0.002)', (F = 6.29, p =

(M = 76.57, SD = 2.68)'

(M =

.000)', (F = 6.03, SD = .016)',

83.61, SD = 5.42)가'

(F = 5.10, p = .000)'

4

Scheffe test

(M = 83.88, SD = 4.60)'

(M = 80.78, SD =

'40-45 (M = 88.33, SD = 3.53)'

4.67)'

'16

'25 (M = 80.08, SD = 4.98)'

'25-30

(M = 89.25, SD = 5.50)'

'3

(M = 80.25,

SD=4.99)' '3-6 (M=80.02, SD=3.71)' 가  
가 (Ahn & Jung, 1995)

가

(F=6.56, 가  
p=.000)', (F=6.89, p=.000)',  
(F=2.37, p=.046)' 가

Scheffe test

(Kim, 1990).

'35-40 (M=16.40, SD=1.42)'

'25-30 (M=16.65, SD=3.07)'

가

(M=18.06, SD=2.99)' (M=19.00, SD=

.00)' (M=19.85, SD=1.56)'가

(M=12.00, SD=.00)'

가 (M=16.57, SD=2.71)'

Scheffe

가

test

1.

(가), ( ), 가

Kim(1987)

가

가

가

2.



가 (Ann & Jung, 1995)

가 6

(self-system)

(Geiger & Davit, 1988).

Kim (1996)

가 (Joiner, 1984)가

(Herzberg, 1959)

Noh

Sohng(2000)

(McCloskey, 1974), 가

(Everly, 1976),

(Gang, 1991).

(Leddy & Pepper, 1985)

가 (Kelly, 1992).

가

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(Strasen, 1989)

가

2001 3 5 6 5 3

(Kim, et al, 1996).

(Lee, et al, 2000; Kim & Yun, 1999)

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Arthur(1990)

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- Abstract -

### A Comparative Study on Main Role, Professional Self Concept and Job Satisfaction of Public Health Nurses and Clinical Nurses

*Sung, Ki-wol\**

**Purpose:** This study was aimed at comparing and evaluating one main role, the professional self concept and job satisfaction of public health nurses and clinical nurses.

**Method:** The data was collected from 72 nurses in 8 health centers and 86 nurses in 5 hospitals in Daegu city and Kyungpook province from May 5th to June 5th, 2001. This study was interviewed by trained social workers. The origin of questionnaires used in this study were PSCNI(Professional Self-Concept of Nurses Instrument) to measure the professional self concept of nurses and JDI(Job Descriptive Index) to measure the job satisfaction of nurses. The data was analyzed by SAS(version 6.12) and statistical methods used were Chi-square test, t-test, ANOVA(analysis of

variables) and ANCOVA(analysis of covariate).

**Result:** The findings of this study were as follows: 1. The most important domain in the main role of public health nurses were as counsellors, managers, mediators and evaluators. In clinical nurses, their main roles were, directors of nursing, researchers, spokesmans, and informers. 2. Public health nurses showed lower scores in the professional self concept of nurses than clinical nurses, what statistically significant tool was used to suggest this finding. 3. Public health nurses showed higher scores in job satisfaction than clinical nurses, but again, explain the tool used in these findings for give a rationals. 4. For public health nurses, general characteristics which affected professional self concept were age, educational level, and duration of job. In clinical nurses, the general characteristics which affected professional self concept were age, religion, marital status, and duration of job. 5. For public health nurses, there was no general characteristic which affected job satisfaction. In clinical nurses, the general characteristics which affected job satisfaction were age, religion, and duration of job.

**Conclusion:** Nursing profession should give a training to competent nurses who can deliver high quality care to meet the needs of health consumers. The role of nurses has been expended and specialized as health conception has been changed in Korea.

**Key words :** Main Role, Professional Self Concept, Job Satisfaction

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