

직장정신건강				번호: II - C - 2	
제 목	국문	중국과 한국 병원 간호사의 직업 특성 설문지(JCQ)에 대한 신뢰도 검증			
	영문	Comparison of Validation of Job Content Questionnaire among Chinese and Korean hospital nurses			
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<p>1. Objective</p> <p>To compare the reliability and validity of the Job Content Questionnaire (JCQ) scales across 2 studies conducted in China and Korea.</p> <p>2. Methods</p> <p>1) Scales of JCQ: We selected the following scales which were recommended in the studies: Decision latitude (including skill discretion and decision authority), Psychological job demands, Job insecurity, Social support (including coworker support and supervisor support), and Physical exertion.</p> <p>2) Study subjects: These 2 studies were conducted in China and Korea in 2002 August and 2001 November, respectively. 421 Chinese hospital nurses and 229 Korean hospital nurses were included for analysis.</p> <p>3. Results and Discussion</p> <p>1) Means and Standard Deviations of JCQ Scales: The overall means were similar across the 2 studies. However, psychological job demands, job insecurity, and physical exertion of</p>					

Korean population were higher than Chinese, supervisor support took the same trend, too ($p < 0.01$ or $p < 0.05$). This suggests that Korean nurses may have higher job stress compared to Chinese.

2) Internal consistency of JCQ scales: Cronbach's alpha reliability coefficients for five JCQ scales which consisted of two or more items ranged from 0.50 to 0.81 in Chinese study and 0.55 to 0.73 in Korean study. The coefficients for some scales in Chinese study were a little low because of sample size probably. According to other countries' studies, the level of Cronbach's alpha reliability coefficients in our studies was acceptable.

3) Correlations between JCQ scales and subscales: In general, both studies showed that psychological job demands displayed a low and negative correlation with decision latitude and social support, however, decision latitude positively correlated with social support ($p < 0.01$). In addition, job insecurity of Korean population had a stronger negative correlation with decision latitude and social support, and conversely with psychological job demands than Chinese population. Fear of job loss seemed apparently higher in Korean society. It was remarkable that physical exertion had much stronger negative correlations with decision latitude and supervisor support in Korean study, and besides, it showed greatly positive correlations with psychological job demands. It indicated that both psychological and physical job characteristics were severer in Korea than China based on our studies.

4. Conclusions

Job Content Questionnaire (JCQ) is a reliable and valid instrument for measuring job stress, and is applicable to both Chinese and Korean working population.