Job Analysis and Curriculum Development of elder care counselor based on DACUM Method

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1. Introduction

In 2000, elderly population over the age of 65 became 7% of the population, so our society already entered the aging society.Elderly population will be more than 14% and 20% of the population, so our society will becomethe aged society and the super-aged society in 2019 and 2026.Aging of the elderly affects quality of life of individuals and families, so   various problems arises from elderly families and the society.

In spite of high increasing rate of the elderly population is very high compared to other countries, the institutional measures of poverty, disease, loneliness and alienation are an insufficient condition[1], [2].The government and society should have a policy of the welfare services for the elderly in various ways more actively and professionally. Needs assessment, systematic procedures and processes, such as job analysis may need to be preceded before the development of the curriculum in order to identify the duties of elder care professional counselors and job-related training courses in order to develop an appropriate[3],[4].

The purpose of this study is to design and develop the job-specific training courses for professional eldercare counselors to conduct their jobs. The reason is that in the reality despite the growing importance and need of professional eldercare counselors, the concept of occupation is not clear as well as their duties and tasks, knowledge, skills and attitudes about the elderly.

2. Literature Review

2.1. The job analysis

Job analysis is defined as a systematic process of providing important information related to the job to identify the jobduties, the knowledge, skills, abilities, experience and responsibilities[4].However, there was not a systematic analysis of the senior counselor of elderly care institutions related to workers' knowledge, skills and abilities. Therefore, in this study, the job duties and the abilities of professional counselorsof elder care institutions are inquired through the job analysis.

2.2. DACUM(Developing A Curriculum)

DACUM is a method of developing training courses of a specific position or jobthroughidentifying basic information and necessary skills. DACUM recently is used to determine the development of new educational programs and training courses within a relatively short period of time based on the analysis of the actual jobs and the relevance and reality.

However, there are lack of researches of DACUM related to professional counselors and education programs of elder care institutions. Therefore, for this study, DACUM was used by considering the necessary of job analysis and development of curriculum for professional counselors of the elder care institutions.

2.3. Elder care institutions

The elder care institutionwas established to protect the rights of the elderly from elder abuse cases and family conflicts and to improve the quality of their lives. Roles of the professional counselor in the elder care institutionare the first,to conduct fast and smoothly responses to elder abuse cases in the field, the second, to train physicians, personal trainers and facilities of elder abuse prevention, third, to promote public awareness of elder abuse prevention through mass media, the last, to reinforce surveillance to prevent further elderly abuses. Therefore, job duties in the elder care institution are the first, to receive a reportof elder abuseand to invest the field of elder abuse, the second, to provide and associate professional services to intervene of elder abuses, the third, to established computer systems of the elder care institution, the fourth, to promote the prevention of elder abuse, the last, to establish cooperation system of the elder care institution.

3. Research Method

3.1. Participants

The participants of this study are 192workers who are working at 26 elder care institutions across the nation from October 17th to November 15th, 2011. Data were collected bythe mail survey.

3.2. Research method

We deducted job duties and job capabilities of the elder care institution through the workshop of the job analysis with using DACUM and then conducted the survey in order to verify results of the job analysis, competency, and education needs.Duties, responsibilities and tasks are derivedfrom DACUM workshop ofjob analysis for the employees, middle managers and chief engineerof the elder care institution.

4. Results

4.1. Results of DACUM

For this study, four duties and twenty three tasks were deducted by interviewing eight special counselors of the elder care institution in twice.The job analysis and job-specific training courses were developed in accordance with the results of the analysis of DACUM training courses for the development and the application of professional elderly care counselors.

4.2. Results of the survey

We proposed the new curriculum of theelderly care institutionfor workers through modifying and improving the current curriculum of training workers. We conducted the survey people who work for the elder care institution to verify the job competency model which was deducted through the DACUM workshop of field experts. The common job performance in the field are counseling, promoting, networking and educating based on the results of a questionnaire of DACUM workshop practitioners. We found out that jobs of chief engineer, middle managers and counselors were mixed to be conducted from DACUM job analysis workshop. There are needs of education about counseling and job performances.

The importance and necessity ofeach module of current courses were derived in order to suggest improvement of courses. Necessary modules for general employees of the elder care institution are 'understand of elderly protection system' and 'methods of early investigation of elderly abuse cases', for the middle managers are 'understand of elderly protection system' and'Separation and placement of the elderly' and for chief engineer are 'methods of early investigation of elderly abuse cases' and 'Interventions of type of elderly abuse'

Knowledge, skills and attitudes of specific needs of each job competency were derived for designing and developing the curriculum.Job-specific details are below Table 1.

[Table 1] Job duty and Job capability

Job duty	Job Capability		
	Knowledge	Skill	Attitude
Counseling	· Understanding elderly · Knowledge of elderly cases · Knowledge and understanding of connecting between communities and sources	· Technics of counseling (first counseling and telephone counseling, etc.) · Methods of intervening in elderly abuses · Methods of reporting skills of counseling processes	· Positive attitude to elderly people · Respect for human rights · Receptiveness · Sense of duty
Education	· Knowledge and understanding ofinstitutions and elderly people · Types of elderly abuses · Knowledge of designing and developing curriculum process	· Methods of analysis of education needs(survey, interviews, etc.) · Teaching skills · Computer literacy	· Professionalism · Activeness
Promotion	· General knowledge of promotion · Knowledge of designing and evaluating of promotion programs	· Methods of establishing promotion · Knowledge of using SPSS · Computer literacy · Methods of writingthe report	· Activeness · Initiative · Creativeness
Network	· Knowledge and understanding ofcommunities	· Skills of writing an agreement · Skills of managing community network · Skills of agreement with other institutions	· Activeness · Composure · Openness · Positivity

Based on the results of this study, the following suggestions can be presented.First, it can be used for design and develop the systematic curriculum of each level of employees. Second, it can be used for guidelines of employee duties or institution OJT. Third, it can be used as basic information in order to manage and monitor the elder care institution.

5. References

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