

3)

(scrub nurse)

	가	4가
①	1 1	(1)
②	1 2	(2)
③	1 3	(3)
④	1 4	()
	4)	

3. 자료 수집 절차

566 523 가
92.4% ,
51 472

4. 자료분석

SPSS program
ANOVA , Scheffé test
t-test

<Table 1> Demographic characteristics of the subjects (N=472)

Characteristics	n	(%)	Mean ± SD
Age(years)			
≤ 25	149	(31.6)	23.6±1.24
26-30	166	(35.2)	27.9±1.62
31-35	107	(22.7)	32.5±1.36
36 ≤	50	(10.6)	38.3±2.44
Mean±SD			28.7±4.91
Sex			
Male	4	(.8)	
Female	468	(99.2)	
Marital status			
Single	299	(63.3)	
Married	173	(36.7)	
Bachelor			
No	230	(48.7)	
Yes	242	(51.3)	
Employ			
Regular	432	(91.5)	
Contract	40	(8.5)	
Position			
Staff nurse	445	(94.3)	
Charge nurse	27	(5.7)	
Career(year)			
≤ 1	97	(20.6)	0.4±0.49
2-5	160	(33.9)	3.4±1.12
6-10	138	(29.2)	8.3±1.45
11 ≤	77	(16.3)	14.1±2.81
Mean±SD			5.9±4.83
Total	472	(100.0)	

가 <Table 1>.

2. 간호인력배치 유형

1. 대상자의 일반적 특성

28.6 26-30 (35.2%) 가 4(46.4%)가 가 , 1(40.9%), 2(7.4%), 3(5.3%)
(63.3%) (99.2%)가 , 1 (51.5%) 2-5 (71.3%)
(51.3%) (48.7%) , 4가 가 , 6-10 (50.7%) 11 (63.6%)
(91.5%) (94.3%)가 , 1 가 가 ,
5.95 , 2-5 (33.9%) 가 , 가

<Table 2> Type of nurse staffing according to career of subjects N(%)

Career(year)	Type of nurse staffing				Total
	Type 1	Type 2	Type 3	Type 4	
≤ 1	38(39.2)	5(5.2)	4(4.1)	50(51.5)	97(100.0)
2-5	36(22.5)	6(3.8)	4(2.5)	114(71.3)	160(100.0)
6-10	70(50.7)	10(7.2)	12(8.7)	46(33.3)	138(100.0)
11 ≤	49(63.6)	14(18.2)	5(6.5)	9(11.7)	77(100.0)
Total	193(40.9)	35(7.4)	25(5.3)	219(46.4)	472(100.0)

<Table 2>

3. 간호인력배치 유형에 따른 업무수행능력 및 직무만족
 4. 일반적 특성에 따른 업무수행능력 및 직무만족

(P=.008), 2(4.04)가 가 , 1(4.01) (P=.000), (P=.000),
) , 3(3.96) (P=.008), (P=.000), (P=.000), (P=.000)
 4(3.81) , 가 , ,

<Table 3> Competency of nursing performance and job satisfaction according to type of nurse staffing of subjects (N=472)

Type of nurse staffing	N(%)	Competency of nursing performance			Job satisfaction		
		Mean	SD	P	Mean	SD	P
Type 1	193(40.9)	4.01 ^a	.65	.008	3.14	.35	.112
Type 2	35(7.4)	4.04	.69		3.14	.36	
Type 3	25(5.3)	3.96	.61		3.08	.39	
Type 4	219(46.4)	3.81 ^a	.58		3.06	.35	
Total	472(100.0)	3.92	.63		3.10	.35	

a : Scheffé test (Means that the same letters are significantly different)

<Table 4> Competency of nursing performance and job satisfaction according to general characteristics (N=472)

Characteristics	Competency of nursing performance			Job satisfaction		
	Mean	SD	P	Mean	SD	P
Age(years)						
≤ 25	3.58 ^a	.63	.000	3.12 ^a	.36	.000
26-30	3.93 ^{a,b}	.58		3.01 ^{a,b}	.35	
31-35	4.14 ^{a,b,c}	.50		3.12 ^b	.30	
36 ≤	4.42 ^{a,b,c}	.45		3.28	.37	
Sex						
Male	3.91	.74	.970	3.32	.74	.099
Female	3.92	.63		3.10	.63	
Marital status						
Single	3.78	.65	.000	3.09	.36	.506
Married	4.16	.51		3.11	.36	
Bachelor						
No	3.84	.66	.008	3.12	.33	.200
Yes	3.99	.59		3.08	.37	
Employ						
Regular	3.98	.59	.000	3.09	.36	.375
Contract	3.28	.61		3.15	.32	
Position						
Staff nurse	3.89	.63	.000	3.09	.63	.000
Charge nurse	4.45	.34		3.29	.34	
Career(year)						
≤ 1	3.37 ^a	.61	.000	3.19 ^a	.36	.000
2-5	3.86 ^{a,b}	.53		2.99 ^{a,b}	.36	
6-10	4.12 ^{a,b,c}	.52		3.09 ^b	.32	
11 ≤	4.37 ^{a,b,c}	.47		3.22	.33	
Total	3.92	.63		3.10	.35	

a, b, c : Scheffé test (Means that the same letters are significantly different)

가 4 가
<Table 6>.
(P=.000), (P=.000), (P=.000)
, 26-30 2-5
가
<Table 4> 가 가

5. 대상자가 속한 유형별 바람직한 인력배치 유형에 대한 의견

가 가 (Kim, 1999).
(NPDB; National Practioner Data Bank),
가 가 (Croke, 2003),
가 1 (Bull & Fitzgerald, 2004), (perioperative nurse)가
2(43.2%), 1(31.4%)
, 3(19.5%) 4(5.9%)
가 1
1(40.4%) 가 2004), (perioperative nurse)가
, 2(57.1%), 3(60.0%), 4(44.7%)
2 가 (McGarvey et al., 2002)
, 1 2
가 3 (Lee et al, 2001), 가
4
<Table 5>.

6. 경력별 바람직한 인력배치 유형에 대한 의견

(Park, 1999)

1 (40.2%), 2-5 (46.3%), 6-10 (42.0%), 11 (42.9%)
2 가
, 1 4 1 ,

<Table 5> Opinion about ideal type of nurse staffing according to type of nurse staffing of subjects N(%)

Type of subject	Ideal type of nurse staffing				Total
	Type 1	Type 2	Type 3	Type 4	
Type 1	78(40.4)	71(36.8)	33(17.1)	11(5.7)	193(100.0)
Type 2	7(20.0)	20(57.1)	6(17.1)	2(5.7)	35(100.0)
Type 3	5(20.0)	15(60.0)	4(16.0)	1(4.0)	25(100.0)
Type 4	58(26.5)	98(44.7)	49(22.4)	14(6.4)	219(100.0)
Total	148(31.4)	204(43.2)	92(19.5)	28(5.9)	472(100.0)

<Table 6> Opinion about ideal type of nurse staffing according to career of subjects N(%)

Career(year)	Ideal type of nurse staffing				Total
	Type 1	Type 2	Type 3	Type 4	
≤ 1	22(22.7)	39(40.2)	27(27.8)	9(9.3)	97(100.0)
2-5	49(30.6)	74(46.3)	29(18.1)	8(5.0)	160(100.0)
6-10	48(34.8)	58(42.0)	24(17.4)	8(5.8)	138(100.0)
11 ≤	29(37.7)	33(42.9)	12(15.6)	3(3.9)	77(100.0)
Total	148(31.4)	204(43.2)	92(19.5)	28(5.9)	472(100.0)

가 7

4 , 27

1 가 가

33.3%, 11 11.7%가 4 , 6-10 가

가

2 가 1 가

3 4

3 4 가 1 2가

가 가

가 (department)

. Kim(1998)

가

, Yang(1988)

가

가 4

1 가 1 2 가

2가 1 가 4

(Ha, 1991; Song, 1994; Yeu, 1998; Lee, 2002)

가 가

가 가

2 . 2

1

3, 4

1

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