

# The Perceived Occupational and Clients' Natures by the Participants of the Long-term Care-services Providers' Education in Korea

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## <Abstract>

**Objectives:** The purpose of this study is to investigate the perception of LTCP trainees' on their professional. To accomplish the purpose, the perceived occupational nature and perceived clients' nature among the participants in the LTCP education are examined with the predicting variables. **Methods:** The participants of this study were composed of 320 people who have completed the long-term care provider certificate program. The participants were from 5 different long-term care provider licensing institution in the region of Gangdong-Gu, Seoul. Total of 320 self-administered questionnaires were distributed from June 2, 2008 to October 2, 2008 and 297 questionnaires were collected. Among them 283 surveys were analyzed. **Results:** In this model, active family support and recognition of task characteristics for the LTCP were the significantly predicting with beta of .187 and .507. The effect from active family support was remained significantly as model progressed. The magnitude of F-value and R-square value were significant. **Conclusion:** The results from this study will be helpful for the scholars who have investigated on the LTCP education program development as well as policy makers who have tried to supply dependable LTCP to the needy elderly and their families. In turn, the results from this study may empower constituents to make informed decisions about, and easily access, existing health and long-term care options.

**Key words:** Perceived occupational nature, Long-term care service, Service providers' education

## I. Introduction

The rapid aging population is a world-wide phenomenon. Expanded longevity and reduced birth rates have combined in many countries including Korea, to shift the age pyramid upward (Shelley & Auh, 2007). Korea had passed the aging society in the year of 2000, and has evolved into the aged society by the year of 2018, expecting to be a super-aged society in the year of 2026 (The Korean Dept. of Statistics (KDS), 2009). The oldest-old population is projected to grow rapidly after 2026, as Baby Boomers join this age group. Also, the elderly need instrumental services related to aging; because of aging, physical and cognitive abilities decrease and social interactions and financial status diminish (Bull, 1994; Levinson, 1996; Shelley & Auh, 2007).

In Korea, traditionally, female family members especially spouse, daughters and daughters in law have played the caregivers' roles providing instrumental services for the elderly in needs. As female family members' labor force participation has increased and/or as the care giving spouse is getting old in Korea, the perceived care giving burdens and stress levels of the family caregivers have increased (Auh, Paik, & Kim, 2010; The Korea Women Development Institute, 2002). Besides, the recent statistics evidenced the increasing proportions of elderly-couple household and elderly live alone in the total population (KDS, 2009), emerging the needs of long-term care support to the elderly households from the public and the private sectors.

To reconcile with the population statistics related to aging society and to meet the needs of the elderly households or families with

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elderly, the national long-term care insurance act has initiated in the fiscal year of 2007 and enacted in July 2008. The national long-term care insurance is a tax based and universal plan. According to a primitive evaluation study (Korea Dept. of Health, Welfare and Family, 2009), long-term care services have lessened the burdens among the family caregivers by providing supplementary care-giving services. Besides, the primary family caregivers were females (60.8%), and 60-years- old and above, who also needed instrumental supports for their daily living, represented 58.4% of the family caregivers (Han, 2009). Thus, services provided by long-term care providers are important for the quality of life among the elderly and their family members (Auh et al., 2010).

There is no doubt that, either in the institutional care settings or in the community based care settings, the dependable and quality long-term care services might be beneficial to the elderly and their caregivers. However, recent studies after the national long-term care-insurance-act initiation reported the lack of access to the services: only the limited numbers of needy elderly were utilizing the services had the access to the services due to the lack of quality long-term care-service providers (later LTCP) and inefficient management systems (Kim, 2009; Chosun Daily, 2010). Thus, occupational training of long-term care-service providers (LTCP) is emerging as the urgent issue for the infra-structures of the quality and dependable services in Korean society.

The education programs for the LTCPs were legislated in the January of 2008, raising a new occupational area among the previous care providers, or middle age housewives (Kim, 2008). The qualification criterion of the LTCPs were based on the hours of class taken at the beginning of the regulation and produced more than 400 thousands LTCPs during a short period of time (Auh, et al., 2010). The critics on the disqualified providers demanded the incorporation of more conventional filtering system such as the qualification testing system which was legislated in April, 2010 (Aging Welfare Act Regulation Chapter 29, Line 2-9).

Because of those contextual rationales, scholars in aging and public health research have shown great interests in qualification process or occupational education for the LTCPs. Cho (2007) emphasized the importance of developing a standardization of the educational program to meet the quality guidelines. Yang

(2008) discussed the effectiveness and efficiencies in the LTCP education program development while Won (2008) emphasized the importance of practicum or field training experiences to be a quality LTCP. More recently, Kim (2008) and Chang (2009) argued the needs of qualification examination for the LTCP licensing which was already amended by the regulation.

While Kim (2007), Chang (2009) and Yang (2008) have tried to explain the effectiveness of LTCP education program, more recently, Auh and her colleagues (2010) tried to explaining the dynamics of perceived educational service quality (SERVQUAL) by using educational satisfaction and job readiness. In their study, SERVQUAL influenced on the participants' educational satisfaction and on the job readiness. Also, participants' educational satisfaction had a significant impact on the job readiness in their model. These results showed the how contents or domains of educational program influenced the participants' educational satisfaction and job readiness, providing valuable lessons for the future educational program development.

However LTCP trainees' perception on their profession which might be also an important factor for the quality service in LTC is still fallen into a crack. A lack of research includes the LTCPs attitude or perception on their occupation. Only Chang (2009) incorporated the motivation to have the LTCP education in her study when she tried to explain trainees' educational satisfaction and practical adaptability. Therefore, the needs of investigation on the trainees' perception on their profession such as perceived occupational nature or perceived clients' nature are emerged from the field and academic research to supply dependable LTCPs in Korean society.

The purpose of this study is to investigate the perception of LTCP trainees' on their professional. To accomplish the purpose, the perceived occupational nature and perceived clients' nature among the participants in the LTCP education are examined with the predicting variables. The results from this study will be helpful for the scholars who have investigated on the LTCP education program development as well as policy makers who have tried to supply dependable LTCP to the needy elderly and their families. In turn, the results from this study may empower constituents to make informed decisions about,

&lt;Table 1&gt; Demographic characteristics

		Classification	Number	Percentage			Classification	Number	Percentage
Age		20-30 years	17	11.3	Education		Below Jr. High Graduate	42	22.8
		40-50 years	126	84			High School Graduate	88	47.8
		60 years or older	7	4.7			Jr. College Graduate	20	10.9
		Total	150				College Graduate and above	34	18.5
	Never been married	21	8.2			Total	184		
Marital Status		Married	211	82.4	Religion		Practice	205	73.2
		Divorce	24	9.4			Non-Practice	75	26.8
		Total	256				Total	280	
Number of Children		0	36	12.7	Monthly Income		Under 2,000,000 Won	57	33.3
		1	31	11			Under 4,000,000 Won	80	46.8
		2 and more	216	76.3			4,000,000 Won and above	34	19.9
		Total	283				Total	171	

and easily access, existing health and long-term care options.

## II. Methods

The participants of this study were composed of 320 people who have completed the long-term care provider certificate program. The participants were from 5 different long-term care provider licensing institution in the region of Gangdong-Gu, Seoul. Total of 320 self-administered questionnaires were distributed from June 2, 2008 to October 2, 2008 and 297 questionnaires were collected. Among them 283 surveys were analyzed.

For this study, two scale variables, perceived occupational nature of LTCP, and perceived clients' nature of LTCP were produced (each variable showed .60 plus levels of cronbach's alpha values), and tested with the predicting variables such as participants' demographic characteristics, selective motivations to LTCP, active supports from family, the perception on the LTC occupation as a profession and others. To identify the nested model, a series of stepwise regression analysis, and the analysis of variances (ANOVA) were conducted by using the SPSS statistical program (Version 18).

## III. Results and Discussion

The <Table 1> briefly describes respondents' demographic characteristics. All respondents are female (100%), 40-50 years of age (84%) and married (82.4%). Respondents have 2 or more children (76.3%), high school graduate degree (47.8%), under 4,000,000 Won monthly incomes.

<Table 2> is about selective motivation to long-term care provider (LTCP) as an occupation. Two kinds of selective motivations are financial motivation and spirit of service. The respondents, who are in 60 years and above of age ( $M=3.29$ ), divorce ( $M=3.54$ ), a mother of 2 or more children ( $M=3.06$ ), and below Jr. high school graduate degree ( $M=3.36$ ), show high tendency to select a LTCP for financial motivation. Affecting characteristic to spirit of service is practicing religion ( $M=4.09$ ). Therefore, when person, who practice their religion, concerns to select a LTCP as an occupation, the spirit of service become really important factor.

<Table 3> shows differences between perceived occupational nature and perceived client's nature. Generally, perceived occupational nature for the LTCP shows higher than perceived client's nature of the LTCP. Both of them show higher awareness in general but show no differences among groups. However, in the perceived occupational nature, college graduate degree and above ( $M=4.38$ ) shows higher its perception than below Jr. high school graduate degree ( $M=3.95$ ). Therefore, education has significantly effect to the perceived occupational nature.

<Table 2> Selective motivation to long-term care provider as an occupation

Classification		Financial Motivation					Sprit of Service				
		N	M	SD	F	P	N	M	SD	F	P
Age	20-30 years	17	2.06	0.748	16.765	.001	17	3.82	0.809	2.22	.234
	40-50 years	124	3.1	1.07			126	4.12	0.873		
	60 years or older	7	3.29	0.756			7	3.71	0.951		
	Total	148	2.99	1.075			150	4.07	0.872		
Marital Status	Never been married	21	2.52	1.123	11.847	.005	21	3.95	0.74	.616	.648
	Married	206	2.99	1.048			211	4.01	0.842		
	Divorce	24	3.54	1.021			24	4.17	0.917		
	Total	251	3	1.07			256	4.02	0.84		
Number of Children	0	33	2.61	1.144	7.154	.042	34	3.82	0.999	1.42	.385
	1	31	2.77	0.956			31	4.1	0.87		
	2 and more	210	3.06	1.057			215	4.02	0.837		
	Total	274	2.97	1.065			280	4	0.861		
Education	Below Jr. High Graduate	39	3.36	0.986	18.198	.001	41	4.15	0.853	.941	.701
	High School Graduate	86	2.93	1.038			88	4.07	0.785		
	Jr. College Graduate	20	2.7	1.302			20	3.9	0.912		
	College Graduate and above	34	2.38	0.853			34	4	0.778		
	Total	179	2.89	1.068			183	4.05	0.81		
Religion	Practice	201	2.95	1.062	0.593	.469	204	4.09	0.822	6.715	.002
	Non-Practice	70	3.06	1.062			73	3.74	0.913		
	Total	271	2.98	1.061			277	4	0.86		
Monthly Income	Under 2,000,000 Won	57	3.11	1.097	2.898	.288	57	3.95	0.875	.366	.768
	Under 4,000,000 Won	77	2.98	0.986			79	4.05	0.815		
	4,000,000Won and above	33	2.76	1.226			34	4.03	0.797		
	Total	167	2.93	1.076			170	4.01	0.828		

<Table 3> Occupational nature and client's nature

Classification		Perceived occupational nature for the LTCP					Perceived clients' nature for the LTCP				
		N	M	SD	F	P	N	M	SD	F	P
Age	20-30 years	17	4.41	0.618	0.817	.473	17	4	0.791	0.997	.389
	40-50 years	126	4.18	0.763			126	3.81	0.712		
	60 years or older	7	4.14	0.378			7	3.57	0.787		
	Total	150	4.21	0.735			150	3.82	0.724		
Marital Status	Never been married	21	4.38	0.59	0.974	.373	21	3.9	0.7	1.912	.169
	Married	211	4.17	0.734			211	3.73	0.734		
	Divorce	24	4.25	0.442			24	4	0.722		
	Total	256	4.19	0.702			256	3.77	0.733		

Classification		Perceived occupational nature for the LTCP					Perceived clients' nature for the LTCP				
		N	M	SD	F	P	N	M	SD	F	P
Number of Children	0	36	4.36	1.334	1.806	.254	36	3.89	1.43	1.792	.291
	1	31	4.03	0.836			31	3.58	0.672		
	2 and more	216	4.2	0.683			216	3.81	0.738		
	Total	283	4.2	0.811			283	3.8	0.851		
Education	Below Jr. High Graduate	42	3.95	0.439	4.551	.004	42	3.71	0.673	1.91	.331
	High School Graduate	88	4.31	0.613			88	3.89	0.718		
	Jr. College Graduate	20	4.25	0.639			20	3.65	0.813		
	College graduate and Above	34	4.38	0.551			34	3.94	0.851		
	Total	184	4.23	0.581			184	3.83	0.746		
Religion	Practice	205	4.22	0.697	0.291	.508	205	3.82	0.706	0.761	.308
	Non-Practice	75	4.15	1.074			75	3.71	1.171		
	Total	280	4.2	0.814			280	3.79	0.855		
Monthly Income	Under 2,000,000 Won	57	4.25	0.544	0.453	.554	57	3.86	0.743	0.209	.829
	Under 4,000,000 Won	80	4.19	0.638			80	3.8	0.719		
	4,000,000 Won and above	34	4.32	0.684			34	3.88	0.808		
	Total	171	4.23	0.617			171	3.84	0.741		

<Table 4> Occupation related experience

Classification		Previous experience living with grandparents or parents-in-law					Association past or current occupation to the LTCP					Possessed knowledge regarding task characteristics for the LTCP				
		N	M	SD	F	P	N	M	SD	F	P	N	M	SD	F	P
Age	20-30 years	17	3.47	1.546	1.214	.768	17	3.59	1.622	14.204	.029	17	3.29	0.69	1.13	.45
	40-50 years	125	3.33	1.523			125	2.62	1.372			125	3.53	0.86		
	60 years or above	7	3.71	1.254			6	2.83	1.329			7	3.29	0.76		
	Total	149	3.36	1.508			148	2.74	1.426			149	3.49	0.84		
Marital Status	Never been married	21	2.71	1.554	12.016	.072	21	3.14	1.682	7.654	.123	20	3.4	0.82	1.92	.25
	Married	208	3.27	1.512			207	2.52	1.325			207	3.46	0.82		
	Divorce	24	3.75	1.391			24	2.67	1.204			24	3.17	0.96		
	Total	253	3.27	1.515			252	2.58	1.353			251	3.43	0.83		
Number of Children	0	35	2.46	1.442	24.872	.004	34	2.59	1.598	0.368	.905	33	3.39	0.93	1.85	.27
	1	29	3.17	1.649			31	2.45	1.261			30	3.2	0.66		
	2 and more	214	3.36	1.482			211	2.56	1.327			212	3.46	0.85		
	Total	278	3.23	1.519			276	2.55	1.351			275	3.43	0.84		
Education	Below Jr. High Graduate	39	3.87	1.218	10.736	.179	39	2.79	1.361	14.852	.042	39	3.23	0.9	4.31	.09
	High School Graduate	87	3.26	1.528			87	2.53	1.15			86	3.62	0.81		
	Jr. College Graduate	20	3.35	1.694			20	2.6	1.501			20	3.4	0.75		
	College Graduate and Above	34	3.59	1.438			33	3.3	1.61			34	3.56	0.71		
	Total	180	3.47	1.478			179	2.74	1.351			179	3.5	0.82		
Religion	Practice	202	3.41	1.451	21.287	.002	201	2.61	1.349	3.335	.177	200	3.45	0.81	0.37	.47
	Non-Practice	73	2.78	1.618			72	2.36	1.346			72	3.36	0.94		
	Total	275	3.24	1.52			273	2.55	1.35			272	3.42	0.84		
Monthly Income	Under 2,000,000 Won	57	3.47	1.377	0.817	.834	57	2.67	1.406	3.119	.425	56	3.41	0.85	0.57	.67
	Under 4,000,000 Won	77	3.35	1.596			78	2.59	1.333			76	3.47	0.76		
	4,000,000 Won and above	34	3.29	1.467			34	2.29	1.268			33	3.58	0.97		
	합계	168	3.38	1.492			169	2.56	1.345			165	3.47	0.83		

<Table 5> Family support and perceived status in occupation

Classification		Active Support From Family				Perceived the LTCP as a Profession					
		N	M	SD	F	P	N	M	SD	F	P
Age	20-30 years	17	4	1	2.788	.277	17	4.47	0.624	4.46	.071
	40-50 years	126	3.9	1.023			123	4.27	0.924		
	60 years of older	7	3.29	1.38			5	3.4	1.342		
	Total	150	3.89	1.04			145	4.26	0.921		
Marital Status	Never been married	21	4.05	0.973	1.273	.573	21	4.43	0.811	1.841	.372
	Married	210	3.79	1.078			202	4.15	0.981		
	Divorce	24	3.79	1.062			23	4.3	0.926		
	Total	255	3.81	1.067			246	4.19	0.963		
Number of Children	0	33	3.88	0.96	0.752	.713	35	4.43	0.608	2.252	.286
	1	31	3.68	1.194			31	4.16	0.969		
	2 and more	214	3.83	1.045			205	4.16	0.988		
	Total	278	3.82	1.05			271	4.19	0.947		
Education	Below Jr. High Graduate	40	4	1.013	4.201	.305	36	4.14	1.018	2.787	.395
	High School Graduate	88	3.77	1.069			84	4.11	1.006		
	Jr. College Graduate	20	3.55	1.276			20	4.05	1.05		
	College Graduate and Above	34	3.59	1.019			33	4.42	0.708		
	Total	182	3.76	1.074			173	4.17	0.965		
Religion	Practice	203	3.73	1.071	4.578	.042	197	4.16	0.992	0.577	.425
	Non-Practice	72	4.03	0.978			71	4.27	0.827		
	Total	275	3.81	1.054			268	4.19	0.951		
Monthly Income	Under 2,000,000 Won	57	3.96	0.844	3.706	.176	57	4.11	0.958	0.847	.644
	Under 4,000,000 Won	79	3.78	1.106			76	4.08	1.055		
	4,000,000 Won and above	33	3.55	1.121			34	4.26	0.828		
	Total	169	3.8	1.033			167	4.13	0.977		

<Table 4> describes associated experiences to the LTCP in the areas of living together with grandparents or parents-in-law, association the past or current occupation to the LTCP, and possessed knowledge related to task characteristic. As respondents who have 2 children or more (M=3.36), and who practice their religion (M=3.41), as the respondents have higher past or current experience living with their grandparents or parents-in-law. Age and education has strongly influence on past or current occupational relation. As respondents, who are in 20-30 years of age (M=3.59) and have college graduate degree and above (M=3.30), show higher association the past or current job to the LTCP. Through the result, it can be assume that 20-30 years of age respondents might have a potential to work

as a nurse or nurse aide; otherwise, who might be major in social welfare or its' related field. No group difference has been presented in possessed knowledge relating task characteristics for LTCP. In general, all of six groups present higher level of knowledge regarding task characteristic (Overall, M=3.17 than higher).

<Table 5> describes about active support from family and perceived LTCP as a profession. If respondents did not practice their religion (M=4.03), they receive active support from their families. No group difference has been monitored to the question of perceiving the LTCP as a profession. All group show positive responses (more than M=4.10) to see the LTCP as a profession.

<Table 6> Comparison of recognition of the characteristics in geriatric disease

Classification		Characteristics of Physical Disease					Characteristics of Emotional Disease					Characteristics of Cognitive Changes				
		N	M	SD	F	P	N	M	SD	F	P	N	M	SD	F	P
Age	20-30 years	17	3.82	0.636	4.717	.119	17	3.53	0.943	4.642	.102	17	3.29	0.85	3.39	.15
	40-50 years	126	3.48	1.086			126	3.32	1.025			124	3.28	0.97		
	60 years of older	7	2.86	1.069			7	2.57	0.535			7	2.57	0.54		
	Total	150	3.49	1.054			150	3.31	1.01			148	3.25	0.95		
Marital Status	Never been married	21	3.48	0.928	0.871	.669	21	3.43	0.926	0.831	.66	21	3.33	0.86	2.21	.31
	Married	209	3.43	1.045			210	3.25	0.986			208	3.25	0.93		
	Divorce	24	3.63	1.096			24	3.17	1.167			23	2.96	0.98		
	Total	254	3.45	1.038			255	3.25	0.997			252	3.23	0.93		
Number of Children	0	35	3.09	1.222	5.058	.106	34	3.21	1.122	2.033	.362	33	3.18	0.88	1.29	.47
	1	30	3.6	1.003			31	3.03	1.11			29	3.03	0.94		
	2 and more	214	3.45	1.037			214	3.3	0.961			231	3.25	0.92		
	Total	279	3.42	1.063			279	3.26	0.999			275	3.22	0.92		
Education	Below Jr. High Graduate	41	3.59	0.948	1.574	.672	41	3.29	1.055	2.33	.515	39	3.1	1	4.41	.18
	High School Graduate	87	3.55	1.043			87	3.32	0.958			86	3.34	0.9		
	Jr. College Graduate	20	3.5	1.192			20	3.6	1.188			20	3.6	1		
	College Graduate and Above	33	3.79	0.857			34	3.53	0.961			34	3.5	0.93		
Total	181	3.6	1.004	182	3.38	1.006	179	3.35	0.94							
Religion	Practice	203	3.46	1.035	1.652	.229	204	3.31	0.956	3.049	.08	201	3.3	0.89	5.77	.01
	Non-Practice	73	3.29	1.148			72	3.07	1.092			71	2.97	0.99		
	Total	276	3.42	1.067			276	3.25	0.997			272	3.22	0.92		
Monthly Income	Under 2,000,000 Won	56	3.55	0.989	1.001	.636	57	3.19	1.043	2.592	.279	57	3.12	0.93	1.18	.39
	Under 4,000,000 Won	79	3.43	1.106			79	3.25	1.068			77	3.23	1.03		
	4,000,000 Won and above	34	3.62	1.015			34	3.53	0.748			34	3.41	0.89		
	Total	169	3.51	1.047			170	3.29	1.006			168	3.23	0.97		

<Table 6> is about understanding geriatric diseases to the physical, emotional, and cognitional aspects. No group difference has been presented above medium level of understanding to the characteristics and changes in the physical, emotional, and cognitional aspects. However, respondents who practice religion show higher understanding characteristic of cognitive changes (M=3.30) than non-practitioners (M=2.97).

<Table 7> presents the results of correlation analysis. Highly associated factors to the perceived occupational nature (PON) are in the order of perceived clients' nature (.651, p<.01), and

self-esteem (.320, p<.01). Perceived clients' nature (PCN) is highly correlated to understands characteristics of emotional geriatric disease (.365, p<.01), and understands characteristics of physical geriatric disease (.347, p<.01).

<Table 8> shows result of stepwise regression analysis. To predict perceived PON, the suggested model progressed 4 steps with predicting variables such as gender, age, religion, education, self-esteem, previous experiences in living with grandparents or parents, active support from family, association past or current occupation to LTCP, understands characteristics

<Table 7> Results of correlation analysis

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
Perceived occupational nature. (a)	1										
Perceived clients' nature. (b)	.651**	1									
Self-esteem. (c)	.320**	.278**	1								
Active support from family. (d)	0.106	.136*	0.132	1							
Experience living with grandparents or parents-in-law. (e)	.165**	0.095	.158*	.170**	1						
Association past or current occupation to the LTCP. (f)	0.072	0.102	0.083	.182**	0.117	1					
Perceived the LTCP as a profession. (g)	.208**	0.107	.174*	.270**	.166**	.134*	1				
Understands characteristic of physical geriatric disease. (h)	.317**	.347**	.258**	.161**	.322**	.292**	.234**	1			
Understands characteristics of emotional geriatric disease. (i)	.309**	.365**	.385**	.185**	.260**	.347**	.241**	.575**	1		
Understands characteristics of cognitive changes. (j)	.203**	.254**	.317**	0.101	.264**	.275**	.213**	.473**	.622**	1	
Possessed knowledge regarding task characteristics as a LTCP. (k)	.330**	.304**	.275**	.162**	.206**	.226**	.238**	.370**	.389**	.324**	1

\*\* p<.01, \* p<.05

of physical geriatric disease, understands characteristics of emotional geriatric disease, and understands characteristics of cognitive changes. In the first step, self-esteem was the only significantly predicting variable on the PON and included in the model. The beta was .284 and explained 7% of the total variance of PON. In the second step, self-esteem and previous experiences in living with grandparents or parents-in-law were

included in the model which explained 10.8% of the total variance of PON. In the model, previous experiences living with grandparents or parents-in-law was the significant predicting with beta of .235. The effect from self-esteem was diminished as the model progressed. The magnitude of F-value and R-square value were significant. In the third step, self-esteem, previous experiences living with grandparents or parents-in-law,

<Table 8> Regression analysis of perceived occupational nature

Variable	Step-1		Step-2		Step-3		Step-4	
	β	t	β	t	β	t	β	t
Self-esteem	.284	2.718*	.201	1.837	.149	1.432	.073	.698
Experience living with grandparents or parents-in-law			.235	2.143*	.167	1.598	.144	1.413
Perceived the LTCP as a profession					.353	3.528***	.300	3.016**
Possessed knowledge regarding task characteristics							.254	2.449*
R <sup>2</sup> (Adj-R <sup>2</sup> )	.081(.070)**		.129(.108)*		.244(.216)***		.296(.261)*	
F	7.385***		6.147*		8.812*		8.510*	

\*p<.05, \*\*p<.01, \*\*\*p<.001



&lt;Table 9&gt; Regression analysis of perceived client's nature

변수	Step-1		Step-2	
	$\beta$	t	$\beta$	t
Active support from family	.310	2.988**	.187	2.035*
Perceived occupational nature			.509	5.542***
R <sup>2</sup> (Adj-R <sup>2</sup> )	.096(.085)**		.340(.324)***	
F	8.927***		21.399***	

\*p<.05, \*\*p<.01, \*\*\*p<.001

and perceived the LTCP as a profession were included in the model which explained 21.6% of the total variance of PON. In the model, perceived the LTCP as a profession was the significant predicting with beta of .353. The effect from self-esteem and previous experiences living with grandparents or parents-in-law were diminished as the model progressed. The magnitude of F-value and R-square value were significant. The final fourth step, self-esteem, previous experience live with grandparents or parents-in-law, perceived the LTCP as a profession, and possession of knowledge regarding task characteristics were included in the model which explained 26.1% of the total variance of PON. In the model, possession of knowledge regarding task characteristics was a significant predicting with beta of .300. The effect from self-esteem and previous experience live with grandparents or parents-in-law were diminished as the model progress. However, variables of perceived the LTCP as a profession and possession of knowledge regarding task characteristic remaining significantly important in the step 4.

<Table 9> shows result of stepwise regression analysis. To predict perceived clients' nature (PNC), two steps of stepwise regression model were conducted with predicting variables such as gender, age, religion, education, self-esteem, previous experiences in living with grandparents or parents, active support from family, association past or current occupation to LTCP, understands characteristics of physical geriatric disease, understands characteristics of emotional geriatric disease, understands characteristics of cognitive changes, and PON. In the first step, active support from family was the only significantly predicting variables on PNC and included in this

model. The beta was .310 and explained 8.5% of the total variance of PNC. In the second step, active support from family and recognition of task characteristics for the LTCP were included in the model which explained 32.4% of the total variance on PON. In this model, active family support and recognition of task characteristics for the LTCP were the significantly predicting with beta of .187 and .507. The effect from active family support was remained significantly as model progressed. The magnitude of F-value and R-square value were significant.

#### IV. Conclusion

The purpose of this study was to investigate the long-term care-provider (LTCP) trainees' perception on their profession such as perceived occupational nature or perceived clients' nature since their perceptions on their profession are the key factors for the quality service in LTC. The responses from 283 trainees were measured and analyzed with a structured survey instrument which was developed by authors.

The findings of this study showed that the selective motivations were different by the characteristics of participants. For example, participants who were older than 60, or divorced or a mother of 2 plus children were more likely to be a LTCP with the financial motivation whereas who were participating religion were more likely to be a LTCP with the spirit of service motivation. The participants of this study showed the high awareness with the perceived occupational nature (PON) and perceived clients' nature (PCN), and the levels of PON and PCN

did not showed great differences by the characteristics of participants. However, some of the characteristics of participants such as age, education, number of children and religion showed significant relationships between previous experience living with grandparents or parents-in-law, association with the past or current occupation to the LTCP or possessed knowledge regarding task characteristics for the LTCP or active support from family or recognition of cognitive changes. Thus, a series of stepwise regression analysis was attempted to find the predicting variables of PON and PCN.

Results from the stepwise regression analysis on PON, perceived the LTCP as a profession and possession of knowledge regarding task characteristics were the robust predictors as the model proceeded. Participants' self-esteem or experiences living with grandparents (in laws) were significant predictors of PON but their effects were faded as the models progressed. In addition, the results of PCN for stepwise regression analysis showed that variables of active family support and perceived nature of occupation were remaining significant at the last. It means as the LTCPs' perceived nature of occupation as they comprehend the clients' nature.

The results from this study could be the valuable lessons for the academia as well as the LTCP field to increase the knowledge on (a) the motivations, PON, PCN among the LTCP trainees, and (b) the influential personal factors on PON and PCN which might be the important factors for the occupation. However, there were some limitations to generalize the findings of this study into the total LTCP trainees due to the sampling technique and due to a lack of regional representation. Since this study was conducted in Gangdong-Gu, Seoul areas, the respondents of this study can't be represents all the LTCP in Korea. Second, all the respondent of this study was composed with female population, no gender difference couldn't be founded from study. Some of other variables could have significant through gender effect. If a further study developed which is based on the above two limitations, it would be beneficial to understand the PON and PCN of LTCP in Korea.

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## 〈국문초록〉

## 장기요양보호사 양성프로그램 참가자들이 인지한 직업특성 및 대상자 특성

**목적:** 본 연구는 요양보호사 교육 수료생들을 대상으로 요양보호사의 업무 인지와 요양보호서비스 대상자 인지 정도를 예측변인들을 통해 검증함으로써 요양보호사가 인지하는 직업의 전문성 정도를 파악하는 것을 연구목적으로 한다.

**방법:** 응답자가 직접 기입하는 ‘자기기입식질문지법’을 이용하였고 불성실 응답 및 다문항 미기재 설문지를 제외한 총 2백83부를 분석에 사용하였다. 관련요소들의 기술적 통계를 통해 요양보호사 업무에 대한 인지 정도 및 서비스 대상자의 특성에 대한 인지 정도를 살펴보았다. 그리고 위 두 변수와 관련 요소들간의 상관관계를 알아보고, 어떠한 요소가 요양보호사 업무에 대한 인지 정도 및 서비스 대상자의 특성에 영향력을 갖는지 알아보기 위하여 다단계회귀분석을 실시하였다.

**결과:** 요양보호사 업무 인지에 관한 단계적 회귀분석에서 요양보호사는 전문직업이다( $\beta=.300$ )와 업무 특성에 관한 지식을 갖고 있다( $\beta=.254$ )가 유의미하게 나타났다. 또한 요양보호서비스 대상자 특성에 관한 단계적 회귀분석 결과로 가족들의 지지( $\beta=.187$ )와 요양보호사 업무인지 정도( $\beta=.509$ )가 유의미한 변인으로 밝혀졌다.

**결론:** 이상의 결과를 통해 본 연구에서 제기한 요양보호사 업무에 대한 인지정도 및 서비스 대상자 특성에 영향력을 갖는지에 대한 연구결과를 제시하였다.

**주제어:** 장기요양보호사, 양성프로그램 참가, 인지한 직업 특성