

The Relation of Peer Group Caring Interaction, Professional Self - concept, and Nurses' Retention

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Abstract

The purpose of this study is to understand the relation of peer group caring interaction, Professional self - concept, and Nurses' Retention. The subjects of this study are 133 nurses who have worked for more than three months at five general hospitals with more than 300 beds in S city. As a result of the study, nurses' retention was higher than those of under 25 years of age between 30 and 35($F=3.313$, $p=.039$). The professional self - concept of hospital nurses has been identified as an influence factor of intent to serve. Professional self - concepts have been shown to be better with higher peer - care and consideration($r=.397$, $P=.004$). The peer group caring interaction behavior can occur not only between colleagues but also between managers. Therefore, it is necessary to proceed with the manager's group caring interaction as a follow - up study.

Keywords : Nursing Peer Group Caring Interaction, Professional self - concept, Retention Intention

1. , [4].

1.1 가 , [5].

[1]. 19 [2].

(pandemic) [3].

15.2% 11.0%,

19.7% .

18.7%, 16.9%,

2.8%, 1.8%

[1].

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[6]. 가 1.2
가

[7].

(well - being) 2.

2.1

가

(caring) 2.2

가 5 S 300
3

[7]. , G - power 3.1.3

.15, .05,

.95, 20 104

[9]. 19

2.3

[10].

2020 9 1 11 20

가

S 300
가

[11].

가

가 가 ,

가 2.4

가 가 [4,6].

7 , -
17 , 27 , 6
57

2.4.1 (Peer Group Caring Interaction Scale, PGCIS)

Pearson's correlation coefficient

[22]
 17
 Likert 5 가 가
 .5 8 , **2.6**
 4 , 2 , 2 ,
 가 1 [22]
 Cronbach's .855 , .810 가

2.4.2 (Professional self - concept, PSC)

Arthur[13] 3
 [14]
 가 27 Likert 4
 가
 [14] Cronbach's
 α=.85 , Cronbach's .86 **3.**

2.4.3 (Nurses' Retention Index, NRI)

3.1

Cowin[15]
 NRI(Nurses' Retention Index) [16]
 6 Likert 8 가
 가 Cowin(2002)
 Cronbach's = .97 ,
 [16] Cronbach's = .88
 Cronbach's .90

<Table 1> 25 30
 95 (71.4%), 가 128 (96.2%),
 128 (96.2%) 가 123 (92.5%)
 , 75 (56.4%), 58
 (43.6%) 가 46
 (34.6%), 44 (33.1%), 40
 (30.1%) 2 54 (40.6%),
 3 4 46 (34.6%)

2.5

3.2

SPSS/WIN 24.0

가.
 Independent t - test,
 one way ANOVA, Scheffe test

(F=3.352,
 p=.038), (F=6.729, p=.002)
 가 30 35 (2.97±0.54)
 25 (2.66±0.41)
 , 3 4 (2.90±0.30)
 2 (2.72±0.27), 2 3 (2.66±0.38)

<Table 1> Differences in PGCIS, PSC and NRI by General Characteristics

(N=133)

Category	Subcategory	n(%)	PGCIS		PSC		NRI	
			M±SD	t or F(p)	M±SD	t or F(p)	M±SD	t or F(p)
Age(year)	<25a	29(20.6)	4.18±0.65	0.168(.846)	2.66±0.41	3.352 (.038) a<c	4.26±1.01	3.313(.039) a<c
	25 - 30b	95(71.4)	4.25±0.57		2.78±0.26		4.53±0.76	
	30 - 35c	9(6.8)	4.26±0.78		2.97±0.54		5.07±0.99	
Sex	Female	128(96.2)	4.22±0.59	3.244(.074)	2.76±0.32	1.712(.193)	4.52±0.85	0.974(.326)
	male	5(3.8)	4.70±0.70		2.96±0.37		4.13±1.06	
Marital status	Unmarried	128(96.2)	4.46±0.71	1.426(.244)	2.98±0.60	0.646(.526)	5.67±0.44	3.600(.030)
	Married	3(2.3)	4.22±0.59		2.77±0.32		4.47±0.85	
	Divorce	2(1.5)	4.88±0.00		2.70±0.00		5.17±0.00	
Education	Associate degree	8(6.0)	4.21±0.59	0.511(.601)	2.85±0.33	0.990(.374)	4.27±1.20	2.456(.090)
	Bachelor degree	123(92.5)	4.23±0.59		2.76±0.33		4.50±0.83	
	>Master's degree	2(1.5)	4.66±1.10		3.04±0.21		5.75±0.59	
Hospital	General Hospital	75(56.4)	4.21±0.55	0.268(.606)	2.77±0.37	0.014(.906)	4.54±0.89	0.284(.595)
	University Hospital	58(43.6)	4.26±0.66		2.77±0.26		4.46±0.82	
Working unit	General Warda	44(33.1)	4.17±0.73	0.300(.825)	2.84±0.27	1.516(.214)	4.53±0.71	1.973(.121)
	Integrated nursing wardb	40(30.1)	4.30±0.51		2.69±0.42		4.34±0.99	
	Special Partc	46(34.6)	4.23±0.54		2.77±0.27		4.56±0.85	
	outpatient departmentd	3(2.3)	4.31±0.47		2.77±0.45		5.50±0.67	
Working experience as a RN	2<a	54(40.6)	4.28±0.70	0.530(.590)	2.72±0.27	6.729(.002) a,b<c	4.49±0.74	1.321(.270)
	2 - 3b	33(24.8)	4.15±0.56		2.66±0.38		4.33±1.04	
	3 - 4c	46(34.6)	4.24±0.48		2.90±0.30		4.65±0.84	

(F=3.313, p=.039), P=.004) (r=.259, P=.003)
 (F=3.600, p=.030) .30 35 (r=.259, P=.003)
 (5.07±0.99) 25 (4.26±1.01) (r=448, p<000)
 가 (Table 1). (r=.397, P=.004)

3.3

<Table 3> Correlations for Variables

	PGCIS	PSC	NRI
PGCIS	1		
PSC	.397(.004)	1	
NRI	.259(.003)	.448(.000)	1

<Table 2> Scores of PGCIS, PSC and NRI

	M±SD	Range
PGCIS	4.23±0.60	1 - 6
PSC	2.77±0.33	1 - 4
NRI	4.51±0.86	1 - 8

3.5

3.4

(dummy variable) , (enter)
 가
 (r=.394, Durbin Watson 2.082 2 가

가

-

5.

가
3
s 300

가

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