



ISSN: 2586-7342

KJFHC website: <http://accesson.kr/kjfhc>

doi: <http://dx.doi.org/10.13106/kjfhc.2024.vol10.no6.17>

Survey on the Status of Occupational Therapists Working in Developmental Rehabilitation Service Providers*

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Received: October 31, 2024. Revised: December 01, 2024. Accepted: December 05, 2024.

Abstract

The aim of this study was to collect foundational data on occupational therapists working in developmental rehabilitation service providers by examining their work conditions, employment status, and job satisfaction. The survey was conducted from June 3 to August 2, 2024, and involved 71 occupational therapists from developmental rehabilitation institutions in Jeollanam-do and Gwangju. First, demographic analysis revealed that the majority of participants were women in their 20s with four-year university degrees. In terms of job-related characteristics, most therapists were employed as full-time staff and held certifications as sensory rehabilitation therapists, enabling them to offer sensory rehabilitation services. Regarding the current status of developmental rehabilitation services, therapists typically treated 4 to 6 children per day, with services provided twice a week per individual. Service fees often ranged from 40,000 to 50,000 KRW. Work environment satisfaction was rated at 2.82 out of 4, with factors such as years of experience and monthly income influencing overall satisfaction. The study concludes that the high proportion of non-regular employment among occupational therapists calls for improvements in job security. Additionally, dissatisfaction with service fees suggests a need to revise them in line with professional expertise.

Keywords: Developmental Rehabilitation Services, Personnel Provided, Sensory Rehabilitation, Occupational Therapists, Actual Conditions

JEL Classification Code: J44, J31, I13

1. Introduction

Developmental disabilities suffer throughout the life cycle and daily life. Since it is difficult to live independently, it is necessary to intervene in early diagnosis and rehabilitation from an early age to increase the burden of lifelong care for families. In the case of Japan, the Support for Children with Developmental Disabilities Act was established in 2004 to establish a support network that connects with related organizations such as health, medical care, welfare, and education according to the needs of children with developmental

disabilities and their families. In Canada, adults and children with developmental disabilities are separated to establish a support center for the developmentally disabled, and customized services are provided according to needs of age groups (Lee & Lee, 2016).

In Korea, since February 2009, through the rehabilitation treatment support service project for children with disabilities, information on rehabilitation treatment services for children with disabilities has been provided and supported (Yoon et al., 2015).

Since 2012, the name has been changed to a developmental rehabilitation service, and as the demand for the project has rapidly increased, the provider of the

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service has also rapidly expanded from the state to the private sector (Kim, 2017).

The expansion to private treatment institutions has caused more demand for services than when receiving treatment in public and medical institutions, and has enabled various developmental rehabilitation services to be supplied from one institution (Lee, 2023).

Accordingly, as of 2010, 301 providers and 3,070 providers and 28,313 users were provided by the developmental rehabilitation service project, but as of 2020, the supply and demand for services have expanded to 2,197 providers, 5,380 providers, and 60,410 users (Korea Disabled Persons Development Institute, 2022).

Currently, the areas of the developmental rehabilitation service qualification management project are composed of nine areas: hearing ability, art psychological rehabilitation, music rehabilitation, behavior, play psychological movement, rehabilitation psychology, sensory development rehabilitation, motor development rehabilitation.

The major fields of workers related to this are very diverse, including occupational therapy, language therapy, psychological therapy, special education, behavioral therapy, and exercise therapy. Among them, occupational therapy is a health care specialized field that promotes children's physical, mental, and cognitive development, leading to optimized work performance and participation so that daily life can be performed more independently (Hong, 2016).

In particular, sensory development rehabilitation is similar to sensory integration therapy in occupational therapy.

It is consistent with the purpose of developmental rehabilitation services that support the improvement and behavioral development of cognitive ability, adaptation behavior, and sensory movement of children with disabilities to improve sensory processing, integration ability, and execution ability of children.

Accordingly, the Developmental Rehabilitation Service Qualification Management Project group also recognizes only occupational therapy (academic) as a related department in the sensory development rehabilitation area. As social demands and expectations for developmental rehabilitation services increase, the Department of Occupational Therapy (Department) is training sensory development rehabilitation workers, and the number of occupational therapists at developmental rehabilitation service institutions is on the rise.

To provide developmental rehabilitation services, qualitative services should be provided based on the needs of service users. The quality and degree of service may vary depending on the service provider's knowledge, skills, and values. Therefore, in order for occupational therapists

to provide qualitative services, qualifications must be recognized as high-quality services in a specific field, and a stable employment environment must be premised (Kim, 2020).

Accordingly, in order to improve the professionalism of occupational therapists working at developmental rehabilitation service providers, it is necessary to understand the overall status of work type, work conditions, and work environment. Looking at the preceding studies related to this, Kim (2020) investigated the status of service provision, professional status, and ways to improve professionalism for 83 workers who provide developmental rehabilitation services for children with disabilities.

Kwon (2016) proposed a plan to improve qualification standards by investigating the working environment, provision status, and professional aspects of developmental rehabilitation services for 202 workers who provide language, art, and play services among developmental rehabilitation services for children with disabilities.

Sung and Jang (2023) investigated the degree of awareness of developmental rehabilitation services and sensory development rehabilitation services among students majoring in occupational therapy, and Kim (2017) conducted a study on the status of opening essential courses related to the qualification criteria for sensory development rehabilitation workers.

Although the types and tasks of workers providing developmental rehabilitation services are diverse and constantly changing, research related to this is insufficient. Moreover, it was difficult to find a study focused on occupational therapists or sensory development rehabilitation workers.

This study aims to provide basic data for occupational therapists working at developmental rehabilitation service providers by identifying work conditions, work conditions, and environmental satisfaction.

2. Research Method

2.1. Research Subject

The subjects of the study were surveyed for occupational therapists working at child development centers in Gwangju Metropolitan City and Jeollanam-do from June 3 to August 2, 2024. 93 institutions in Gwangju Metropolitan City and 85 in Jeollanam-do, a total of 178 institutions providing developmental rehabilitation services announced by the social service electronic voucher.

Among them, 73 occupational therapists were

conducted excluding institutions where occupational therapists do not work and those who did not agree to respond to the questionnaire, and a total of 71 copies of the questionnaire were used, excluding 2 copies with insufficient responses.

2.2. Research Procedures

In order to compose a questionnaire suitable for the purpose of the study, two professors in the Department of Occupational Therapy and two occupational therapists who have provided developmental rehabilitation services for more than 3 years were selected as expert panels.

The expert panel reviewed the preceding literature related to developmental rehabilitation services from May 6 to 10 with the researcher, and then revised and supplemented the questionnaire questions to suit the occupational therapists.

From May 13 to 17, the purpose of the study was explained to five occupational therapists working at the child development center, and a preliminary survey was conducted with consent. After that, the final questionnaire was completed by modifying the expression of the question based on the feedback.

This survey was conducted only to the agreed institutions after explaining the purpose of the study, the contents of the questionnaire, and the confidentiality of personal information to the Gwangju and the Jeonam Child Development Center by phone from June 3 to August 2. The questionnaire was distributed by e-mail from the head of the institution or the occupational therapist, and only occupational therapists who read the purpose and content of the questionnaire once again and agreed to the questionnaire, and the questionnaire was conducted.

2.3. Research Tools

In order to develop the questions of the questionnaire, the questionnaire related to human resources providing developmental rehabilitation services by Kwon (2016) and the questionnaire survey on work environment satisfaction by Jung (2019) were reorganized to suit the purpose of the study.

The contents of the questionnaire consisted of 3 general characteristics, 10 work-related characteristics and environment, 7 questions on the status of developmental rehabilitation services, 24 questions on work environment

satisfaction. The work environment satisfaction consisted of 6 questions for the participation of occupational therapists, 11 questions based on quality treatment, 4 questions for occupational therapist support, 3 questions for the appropriateness of human/material resources, and a total of 4 sub-areas were used. The higher the score, the better the working environment of the occupational therapist.

The reliability of the work environment questionnaire was .95.

2.4. Analysis Method

SPSS Ver. 27.0 was used for the research data. Frequency analysis and reliability analysis were performed on the processing of the research data.

Frequency analysis and technical statistics were performed on general characteristics, work-related characteristics, developmental rehabilitation service provision status, and work environment satisfaction, and independent t-test and one-way ANOVA were performed to understand the satisfaction of the work environment according to general characteristics and work-related characteristics, and Scheffe's post-test was performed. The statistical significance level was set to $p < .05$.

3. Research Results

3.1. General Characteristics

In terms of gender, 88.73% of women, 64.79% of age in their 20s, and 85.92% of academic background were four-year graduates (see Figure 1, Table 1).

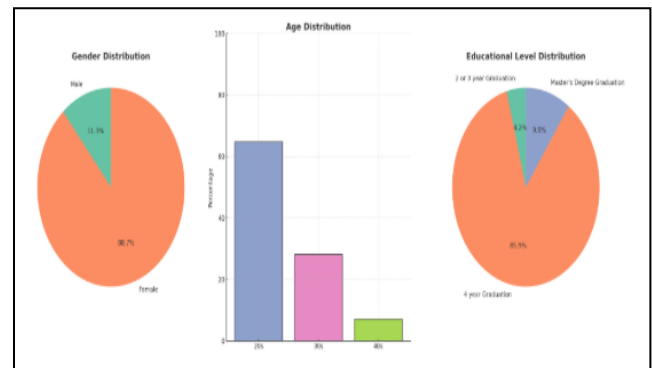


Figure 1: General Characteristics of Research Subjects

Table 1: General Characteristics of Research Subjects

Sortation		n(%)
Gender	Male	8(11.27)
	Female	63(88.73)
Age	20s	46(64.79)
	30s	20(28.17)
	40s	5(7.04)
Educational level	2 or 3 year Graduation	3(4.23)
	4 year Graduation	61(85.92)
	Graduation from Master's Degree	7(9.85)

3.2. Work-related Characteristics

In terms of employment type, 67.6% of respondents were regular workers, indicating a significant majority had stable employment contracts. Among these, 42.2% had work experience ranging from more than 1 year to less than 3 years, suggesting that many were relatively early in their professional careers. Regarding the type of service provided, an overwhelming 98.6% of workers reported engaging in sensory rehabilitation services, highlighting the field's dominant focus. Additionally, workers involved in sensory development rehabilitation services commonly reported holding relevant certificates, emphasizing the specialized qualifications necessary for this area of practice. When examining the route through which certificates were obtained, the majority 74.6% of respondents indicated that they acquired their qualifications by completing a university curriculum, underscoring the role of formal education in credentialing. Furthermore, 50.7% of participants noted the influence of colleagues at their work institutions, reflecting the importance of professional networks and peer recommendations in shaping career trajectories. In terms of financial aspects, 25.3% of workers reported earning an average monthly income of 2.5 million won or more but less than 3 million won, which offers insight into the typical earnings within this sector. These findings collectively provide a comprehensive overview of the employment, education, and income characteristics prevalent among sensory development rehabilitation workers(see Table 2).

Table 2: Work-Related Characteristics of Research Subjects

Sortation		n(%)
Form of Employment	Permanent Employee	48(67.61)
	Non-Regular Workers (Contract Workers, Interns, Freelancers, etc.)	23(32.39)
Work Experience (Years)	< 1	15(21.13)
	1 ≤ - < 3	30(42.25)
	3 ≤ - < 6	13(18.31)
	6 ≤ - < 9	5(7.04)
	9 ≤ - < 12	5(7.04)
Type of Service Being Provided	12 ≤ - < 15	3(4.23)
	Sensory Rehabilitation	70(98.59)
Certificate Acquisition Path	Exercise Rehabilitation	1(1.41)
	Related Qualifications: Sensory Development Rehabilitationist, Exercise Rehabilitationist	
	University Curriculum	53(74.65)
	Postgraduate Curriculum	3(4.23)
Number of Colleagues in Working Organization	Conversion Education	8(11.27)
	University Education Courses, Lifelong Education Centers and Lifelong Education Centers	7(9.85)
	None	8(11.27)
	1~4 people	36(50.70)
Average Monthly Income (KRW 10,000)	5~9 people	20(28.17)
	More than 10 people	7(9.86)
	< 100	5(7.04)
	100 ≤ - < 150	5(7.04)
	150 ≤ - < 200	13(18.31)
	200 ≤ - < 250	15(21.13)
	250 ≤ - < 300	18(25.35)
300 ≤ - < 350	7(9.86)	
350 ≤	8(11.27)	

3.3. Status of Developmental Rehabilitation Services

The status of developmental rehabilitation services provided by the subjects of this study is as follows. Developmental rehabilitation services are provided for 50 minutes (including parental counseling), but the service hours that therapists consider appropriate per session were the most for individual 40 minutes (81.69%) and group 50 minutes (32.39%).

The number of children treated per day was 4-6 with 43.66%, and the number of children treated per day was the highest with 4-6 with 56.34%. The number of service provision per person (per week) was 60.56%, and the number of appropriate service provision per person (per week) was the highest with 49.30%. Currently, service costs of 40,000 won or more and less than 50,000 won were the most at 49.29%, and service costs of 50,000 won or more and less than 60,000 won were 43.66% (see Table 3).

Table 3: Current Status of Developmental Rehabilitation Services for Research Subjects

Sortation		n (%)	Sortation		n (%)
Appropriate Service Hours per Session (Individual)	30 Minutes	8(11.27)	Appropriate Service Hours per Session (Group)	30 Minutes	5(7.04)
	40 Minutes	58(81.69)		40 Minutes	20(28.17)
	50 Minutes	2(2.82)		50 Minutes	23(32.39)
	60 Minutes	3(4.22)		60 Minutes	20(28.17)
				80 Minutes	3(4.23)
Number of Children Treated (1 day)	1-3	16(22.54)	Appropriate Number of Children Treated (1 day)	1-3	3(4.23)
	4-6	31(43.66)		4-6	40(56.34)
	7-9	24(33.80)		7-9	28(39.44)
Number of service offerings per person (1 Week)	1	8(11.27)	Appropriate number of Service Deliveries per Person (1 Week)	1	8(11.27)
	2	43(60.56)		2	35(49.30)
	3	15(21.13)		3	23(32.39)
	5	5(7.04)		5	5(7.04)
Service Costs (1 time)	40,000≤-<50,000	35(49.29)	Appropriate Service Costs (1 time)	40,000≤-<45,000	17(23.94)
	50,000≤-<60,000	33(46.48)		50,000≤-<60,000	31(43.66)
	60,000≤-<70,000	3(4.23)		60,000≤-<70,000	20(28.17)

				70,000≤-<80,000	3(4.23)
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3.4. Satisfaction with Working Environment

The level of satisfaction with the working environment of the subjects of this study is as follows. The average work environment satisfaction was 2.82 points. Among the sub-factors, occupational therapists' participation in institutional operation was the highest at 2.88 points, and the foundation for quality treatment was the lowest at 2.75 points (see Figure 2).

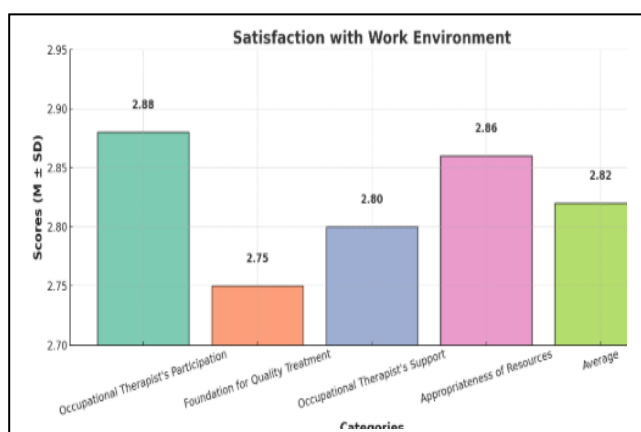


Figure 2: Satisfaction with Working Environment of Research Subjects

3.5. Differences in Work Environment

Satisfaction according to General Characteristics and Work-Related Characteristics

The differences in work environment satisfaction according to the general characteristics and work-related characteristics of the subjects of this study are as follows (see Table 5).

There was no difference in work environment satisfaction according to general characteristics.

In terms of work-related characteristics, work experience and average monthly income showed differences in work environment satisfaction.

In terms of work experience, therapists who have worked for more than 12 years and less than 15 years showed higher satisfaction with work environment than therapists who have worked for less than one year (F=4.36, p=0.01).

As for the average monthly income, therapists with income of 1.5 million won or more and less than 2 million won had higher satisfaction with work environment than therapists with income of 1.5 million won or more and less than 2 million won.

Treatment workers with income of 2.5 million won or more had higher satisfaction with work environment than those with income of 1.5 million won or more and less than 2 million won.

Table 5: Differences in Work Environment Satisfaction according to General Characteristics and Work-Related Characteristics

Sortation		n(%)	Satisfaction with Work Environment	
			M±SD	t or F(ρ)
Gender	Male	8	2.92±.42	.59(.45)
	Female	63	2.79±.55	
Age	20s	46	2.82±.50	.66(.52)
	30s	20	2.72±.61	
	40s	5	3.01±.54	
Educational Level	2 or 3 year Graduation	3	2.69±.56	.57(.57)
	4 year Graduation	61	2.83±.52	
	Graduation from Master's Degree	7	2.61±.70	
Form of Employment	Permanent Employee	48	2.90±.56	.89(.35)
	Non-Regular Worker	23	2.60±.43	
Work Experience (Years)	< 1 ^a	15	2.42±.53	4.36(.01) ^{a-f}
	1 ≤ - < 3 ^b	30	2.78±.49	
	3 ≤ - < 6 ^c	13	2.88±.42	

	6 ≤ - < 9 ^d	5	3.13±.62	
	9 ≤ - < 12 ^e	5	3.44±.34	
	12 ≤ -15 ^f	3	3.04±.04	
Certificate Acquisition Path	University Curriculum	53	2.81±.56	.47(71)
	Postgraduate Curriculum	3	2.46±.55	
	Conversion Education	8	2.85±.50	
	University Education Courses, Lifelong Education Centers and Lifelong Education Centers	7	2.87±.37	
Number of colleagues in the working organization	None	8	3.06±.49	.90(.45)
	1-4 people	36	2.81±.53	
	5-9 people	20	2.71±.58	
	More than 10 people	7	2.72±.50	
average monthly income (Ten thousand won)	- < 100 ^a	5	1.89±.52	11.83(.00) ^{a<c<e, f, g}
	100 ≤ - < 150 ^b	5	2.07±.53	
	150 ≤ - < 200 ^c	13	2.78±.38	
	200 ≤ - < 250 ^d	15	2.85±.23	
	250 ≤ - < 300 ^e	18	3.01±.37	
	300 ≤ - < 350 ^f	7	2.71±.52	
	350 ≤ - ^g	8	3.40±.34	

4. Consideration

This study attempted to provide basic data for occupational therapists working at developmental rehabilitation service providers by grasping work status, work status, and environmental satisfaction, etc. for occupational therapists working at developmental rehabilitation service providers. The survey results are as follows.

As for the general characteristics, women accounted for an overwhelming proportion than men, and the age was in their 20s. As for the educational background, there were many graduates from four-year universities. This was similar to the results of Kim (2020), who said that there are many women who provide developmental rehabilitation services, many people in their 20s and 40s, and many highly educated people who have graduated from a four-year university or obtained a master's degree. As for the work-related characteristics, the number of colleagues at the institution was 1-4, and more people experienced service-related maintenance training.

As for the type of employment, there were more regular workers. Non-regular workers also showed a non-low rate of 32.39%, and as a result of examining non-regular workers, most of them were freelancers. The freelance employment type seems to be a lot of employment as freelancers because they can commute at the desired time and perform work freely while being recognized for their work competency according to their careers (Kang, 2024).

Excluding one of the study subjects, occupational therapists provided sensory rehabilitation services through sensory development rehabilitation worker certificates, and the average monthly income was 2.5 million won or more and less than 3 million won.

The most frequent work experience was under 3 years, and the most common route for obtaining certificates was through the university curriculum. In general, as the number of people in their twenties was the largest, it was confirmed that the employment rate of recently graduated occupational therapy (academic) and students as developmental rehabilitation service institutions increased.

In fact, looking at the research of Sung and Jang (2023), about 60% of students in the Department of Occupational

Therapy said they were willing to provide developmental rehabilitation services in the future, and about 90% said they were willing to receive sensory developmental rehabilitation qualifications. This suggests that students in the Department of Occupational Therapy are increasingly interested in developmental rehabilitation services, and it is actually leading to employment.

As employment and interest in developmental rehabilitation services have increased, stability in employment should continue to improve. In addition, as the employment rate of non-regular workers is high, it is necessary to increase the competitiveness of non-regular workers by supplementing their working conditions (four major insurances, short-time work types, etc.) to provide developmental rehabilitation services.

Looking at the current status of developmental rehabilitation services, the current developmental rehabilitation service is specified to provide 50 minutes of service (including parental counseling). As for the appropriate service time considered by occupational therapists, many responded that 40 minutes per individual treatment and 50 minutes per group treatment were appropriate. The number of children treated per day was 4-6, the number of services provided per person was twice a week, and the service cost was more than 40,000 won and less than 50,000 won. As for the status of appropriate service provision considered by occupational therapists, the response rate was high for the number of children treated per day, the number of services provided twice a week, and the service cost was more than 50,000 won and less than 60,000 won. It can be seen that occupational therapists are mostly satisfied with the number of children treated per day and the number of services provided, but are not satisfied with the service cost.

Currently, the cost of sensory developmental rehabilitation services was the highest between 40,000 won and 50,000 won. It can be seen that it shows regret about the service cost compared to the professionalism. In a study by Kim (2020), it was also said that the personnel providing developmental rehabilitation services perceived that the service cost was set relatively low. Since service cost is one of the factors that consider job maintenance, it suggests that the setting of service cost needs to be adjusted according to the expertise of the personnel providing it. Continuous efforts are also required to recognize the professionalism of the providing personnel.

Currently, education by societies or institutions for human resources providing developmental rehabilitation services is being conducted, but it is not mandatory, and there is no remuneration education after obtaining the certificate.

Remuneration training for occupational therapist license is conducted every year, but this is not an education

for the expertise of human resources providing developmental rehabilitation services. Therefore, in order to improve the working environment of human resources providing developmental rehabilitation services, it is necessary to move toward a direction that satisfies both institutions and human resources by expanding education for certification of human resources providing human resources or preparing remuneration education.

Satisfaction with the work environment averaged 2.82 points out of 4 points, showing above-average satisfaction. If the work environment score was 2.5 points or higher, it was found that occupational therapists at developmental rehabilitation service institutions were positive about the work environment according to the criterion of positively recognizing their work environment (Lake & Friese, 2006). In a study by Jeong (2019) who applied the same research tool, the work environment of occupational therapists in medical institutions was 2.49 points, indicating that the work environment of developmental rehabilitation service providers is higher than that of medical institutions. Among the sub-areas of work environment satisfaction, occupational therapists' participation in institutional operation was the highest with an average of 2.88 points, and high-quality occupational therapy was the lowest with 2.75 points.

It can be seen that occupational therapists are receiving support for strengthening work or expertise, and are free to participate in institutional operation. However, since there are many places where they work alone in an institution or have a small number of occupational therapist colleagues, discussions about occupational therapy or manpower issues seem to have been unsatisfactory.

The factors affecting the satisfaction of the work environment were work experience and average monthly income in work-related characteristics. The higher the work experience, the higher the satisfaction with the work environment. If the experience was short, it is believed that they could not have expressed it even if they were dissatisfied with the new working environment and job. However, if the experience was high, the satisfaction of the working environment would have been high because the position in the institution was stable and communication with the institution was easier. In addition, the higher the average monthly income, the higher the satisfaction with the working environment.

Monthly income can be seen as the result of workers' own expertise and efforts. However, it can be seen that occupational therapists do not think that the value of their work is completely recognized because the rate of demanding higher costs than today was high in the cost response rate of developmental rehabilitation services.

5. Conclusion

This study was intended to provide basic data for occupational therapists working at developmental rehabilitation service providers by grasping work status, work status, and environmental satisfaction. As a result of the study, in general characteristics, women were in their 20s for gender, and people graduated from four-year universities for educational background.

In terms of work-related characteristics, there were many regular workers in the employment type, and most of them provided sensory rehabilitation services through sensory development rehabilitation technician certificates. The route to obtaining a certificate was acquisition through the university curriculum, the number of colleagues at the institution was 1-4, the average monthly income was 2.5 million won or less, and the average monthly income was 2.5 million won or more and less than 3 million won. As for the appropriate service time considered by occupational therapists, 40 minutes per individual treatment and 50 minutes for group treatment were appropriate. The number of children treated per day was 4-6, the number of service provided per person was the most twice a week, and the service cost was 40,000 won or more and less than 50,000 won. As for the status of appropriate service provision considered by occupational therapists, the response rate was high for the number of children treated per day, the number of service provided twice a week, and the service cost was 50,000 won or more and less than 60,000 won. Satisfaction with the working environment was 2.82 points, confirming that they were generally satisfied with the working environment, and the factors influencing this were work experience and average monthly income.

Several suggestions can be made based on the results of this study. First, although interest in employment for occupational therapists in the field of developmental rehabilitation services is increasing, it is urgent to secure employment stability, considering that the proportion of non-regular workers is still high. Second, since occupational therapists express dissatisfaction with the service cost, it is necessary to readjust the service cost suitable for the expertise of the service provided. Third, the main factors influencing the satisfaction of the working environment are work experience and average monthly income, which suggests that economic improvement is necessary to improve the job commitment and quality of service of occupational therapists. It is important to make occupational therapists feel that they are receiving appropriate compensation for their expertise and efforts.

On the other hand, it was confirmed through this study that a more objective analysis of the appropriateness of the

cost of developmental rehabilitation services is necessary in future studies. Currently, dissatisfaction with the service cost has been raised, but in order to evaluate it more objectively, cost analysis reflecting various variables and expert opinions is essential. In future research, through in-depth analysis of the economic aspects of developmental rehabilitation services, we will seek a method in which service costs can be adjusted to match the expertise of the services provided. To this end, it is necessary to prepare more specific and practical standards that comprehensively consider economic values, treatment effects, and working hours of experts.

Therefore, in future studies, it is important to objectively analyze the appropriateness of the cost of developmental rehabilitation services and suggest ways to improve them, so that occupational therapists can receive fairer compensation.

Finally, in this study, concerns about potential sampling bias are fully recognized, and a solution to this is suggested. Since the samples used in this study were limited to Gwangju and Jeollanam-do regions, there is a possibility that sampling bias may exist. To solve this problem, future studies will consider sampling methods including various regions and institutions. In addition, it is planned to use stratified sampling techniques to prevent excessive concentration of responses in specific regions or institutions. Through this, respondents from various backgrounds will be evenly included to minimize sampling bias. These points were specified in the limitations of the study and subsequent research proposals to reinforce the validity of the study and to suggest a direction to solve the sampling bias problem.

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