

## Original Article

# Competency of Nursing Performance and Job Satisfaction of Operating Room Nurse by Type of Nurse Staffing\*

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1) 2) 가

#### **Abstract**

Purpose: This study was designed to investigate the relationships of the types of nurse staffing, the of competency nursing performance satisfaction by analyzing the types of nurse staffing in operating room. **Method:** The subjects were 472 nurses who work in operating room. The instruments used in this study were three tools: competency of nursing performance, job satisfaction and type of nurse staffing. Result: Type 4 was most in the type of nurse staffing of the subjects. According to the type of nurse staffing, the competency of nursing performance was significantly different. There was significant difference in the competency of nursing performance according to age, marital status, bachelor, employ, position, and career, and job satisfaction according to age, position, and career. In opinion about the ideal type of nurse staffing, type 2 was most regardless of career. Conclusion: Type 4 which has lower competency of nursing performance was adopted in many hospitals now but, type 2 which has highest competency of nursing performance was selected by many nurses as the best one. So, it should be considered the type of nurse staffing of in operating room and change it.

Key words: Competency, Performance, Job satisfaction, Type of nurse staffing, Operating room nurse

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가
                                 (Yeun, 1998),
                        (Park, 1999)
                                                                       (Kim, 1991; Lee, 1997; Kim, 2000; Lee, 2003)
          (No & Shong, 2000).
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가
                                                 가
                                                                1. 연구대상
   (Han, 2004),
                                            (Kim, 1998),
                                                                            2004 11 1
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                가
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                                                                                                     500
                 가
                                 (Park, 1992).
                                             가
                                                                        472
(Lee, 1994)
                           가
                                                                2. 연구도구
      (Choi, 1996; Jang, 2001),
                                                  (Silen-
                                                                1)
Lipponen et al., 2002).
                                                                Davis(1987)
                                                                                                                  Song
                                                              (1994)
(Kim et al., 2002),
                                                                                       10
       가
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                                                                              Song(1994)
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                                           (department)
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                                                                                                             " 1
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가
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                                                                                              Lee(1996)
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   가
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                                                                               (1996)
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                                   , Na(1995)
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          가
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                                                                        Chronbach's
                                                                                       .88
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3)

3) (scrub nurse) 가 4가 1 1 1) 2 2 2) 3 3

3. 자료 수집 절차

4)

523 가 566 92.4% 51 472

4. 자료분석

SPSS program t-test ANOVA

Scheffé test

<Table 1> Demographic characteristics of the subjects

			(N=472)
Characteristics	n	(%)	Mean ± SD
Age(years)			
<b>≤</b> 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)	$0.4\pm0.49$
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

(35.2%) 가 28.6 26-30 (63.3%) (99.2%)가 (51.3%) (48.7%) (94.3%)가 (91.5%) 5.95 , 2-5 (33.9%)

		4(	(46.4%)가	가	,
1(40.9%	),	2(7.	4%),	3(5.3	%) .
	, 1		(51.5%)	2-5	(71.3%)
4가 가	,	6-10	(50.7%)	11	(63.6%)
1			가 가		,
가 ,				가	

<Table 2> Type of nurse staffing according to career of subjects

N(%)

Caroor(voor)	Type of nurse staffing										
Career(year)	Type 1	Type 2	Type 3	Type 4	Total						
≤ 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)						

11(2), 2005 6 171 <Table 2>.

3. 간호인력배치 유형에 따른 업무수행능력 및 직무만족 , 1 2가 3 4 가 <Table 3>.

4. 일반적 특성에 따른 업무수행능력 및 직무만족

(P=.008), 2(4.04 )7\frac{7}{7}\frac{1}{7}\fr

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

Type of nurse	N1/0/ \	Competency of	nursing perfo	Job satisfaction			
staffing	N(%) -	Mean SD		Р	Mean	SD	Р
Type 1	193( 40.9)	4.01 <sup>a</sup>	.65		3.14	.35	
Type 2	35( 7.4)	4.04	.69	.008	3.14	.36	.112
Type 3	25( 5.3)	3.96	.61	.008	3.08	.39	.112
Type 4	219( 46.4)	3.81 <sup>a</sup>	.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 perfo	Job satisfaction				
Characteristics	Mean	SD	P	Mean	SD	Р	
Age(years)							
<b>≤</b> 25	3.58 <sup>a</sup>	.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 <sup>a</sup>	.61	.000	3.19 <sup>a</sup>	.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)

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4 가
                                                              <Table 6>.
             (P=.000),
                       (P=.000),
                                (P=.000)
                 , 26-30
                                    가
                                                                                             가 가
      <Table 4>.
 5. 대상자가 속한 유형별 바람직한 인력배치 유형에
    대한 의견
                                                                               가
                                                                      (Kim, 1999).
      가
            가
                                                             (NPDB; National Practioner Data Bank),
                                                                     가
                                                            가
                                                                              (Croke, 2003),
           2(43.2%)
                      , 1(31.4%)
                      3(19.5%)
                                    4(5.9%)
      가
                                     1
                                                                                  (Bull & Fitzgerald,
                                                                (perioperative nurse)가
              1(40.4%)
                                                   2004),
             2(57.1%),
                         3(60.0\%),
                                     4(44.7%)
              2 가
                                                    (McGarvey et al., 2002)
                   2
            1
     가
                                                                                        (Lee et al,
                                                   2001),
                                                                                         가
                           <Table 5>.
 6. 경력별 바람직한 인력배치 유형에 대한 의견
                                                         (Park, 1999)
 1
       (40.2%), 2-5 (46.3%), 6-10 (42.0%), 11
                  2 가
(42.9%)
                 1
                                                                                  1
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<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									
Type of subject	Type 1	Type 2	Type 3	Type 4	Total					
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</table>		_					_					_	
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	* *		<u> </u>		
Corpor(year)		Ide	al type of nurse staf	fing	
Career(year)	Type 1	Type 2	Type 3	Type 4	Total
≤ 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)

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N(%)

가 7 27 1 가 가 , 6-10 가 33.3%, 11 11.7%가 가 가 가 2 1 3 2가 3 가 가 가 가 (department) . Kim(1998) 가 , Yang(1988) 가 가 가 1 가 2 2가 가 (Ha, 1991; Song, 1994; Yeu, 1998; Lee, 2002) References Bull, R. M., & Fitzgerald, M. (2004). The inviaible nurse; behind the scenes in an Austrialian operating room. AORN 가 가 J, 79(4), 813-823. Choi, Y. Y. (1996). A study on nursing accident nurses experienced. Unpublished master's thesis, Seoul National University, Seoul. Chu, Y. S. (1996). A meta-analysis of the related factors to 가 가 job satisfaction of nurses. Unpublished master's thesis, Korea University, Seoul. Croke, E. M. (2003). Nurses, negligence, and malpractice: An 2 2

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