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看護師の職務不満足に影響を及ぼす衛生要因の検討

(Examination of Hygiene Factors Influencing on Job Dissatisfaction among Nurses)

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Abstract

In order to prevent job dissatisfaction among Japanese nurses, this cross sectional study examined the predictor of job dissatisfaction from the work family conflict and job stressor on the basis of theoretical background of the Herzberg's (1968) Motivation-Hygiene Theory.

This study conducted questionnaire investigation to university hospital female nurses and collected a total of 1,074 valid data. The questionnaire was composed of an item of job dissatisfaction, the Japanese version of the Work-Family Conflict Scale (WFCS), Nursing Job Stressor Scale (NJSS) and socio-demographic items. The results of logistic regression analysis elucidated the predictors of job dissatisfaction; quantitative work load (adjusted OR=3.99), time-based Work Interference with Family (WIF) (adjusted OR=3.06), stress-based WIF (adjusted OR=2.35), conflict with other nursing staff members (adjusted OR=2.11), behavior-based Family Interference with Work (FIW) (adjusted OR=2.05), qualitative work load (adjusted OR=2.02) and conflict with patients (adjusted OR=1.81).

From the Motivation-Hygiene Theory's perspective, these factors could be regarded as the hygiene factor of job dissatisfaction specific to the Japanese nurses.