

新卒看護師の「やめたい気持ち」に関する縦断的研究

聖路加看護大学大大学院博士後期課程
竹内久美子

論文要旨

【目的】本研究の目的は、新卒看護師の「やめたい気持ち」の構造と変化の過程を記述し、新卒看護師の社会化に関する看護管理上の方策について探究することである。

【方法】先行研究および予備調査に基づいて、新卒看護師の「やめたい気持ち」の構造と変化の過程の仮説モデルを設定した。「やめたい気持ち」の強さ、「一般的自己効力感」「やめたい気持ち」に影響する要因、「離職の意思決定」を測定するための質問紙を作成した。その後、新卒看護師573名を対象として、縦断的に3回（4月、7月、10月）の調査を実施した。なお、調査は所属機関を通さずに、入職前に研究参加の承諾の得られた対象者に、郵送法で実施した。

「やめたい気持ち」の強さの変化、「一般的自己効力感」の変化、「やめたい気持ち」に影響する要因の探索的因子分析、「やめたい気持ち」の強さ・「自己効力感」・「やめたい気持ち」に影響する要因の関連性を確認した。なお、本研究は聖路加看護大学倫理委員会の承認（10-075）を得て実施した。

【結果】新卒看護師の「やめたい気持ち」の強さは、4月が最も弱く、7月・10月と徐々に強まっていた。この「やめたい気持ち」の強さには、「一般的自己効力感」が影響していた。具体的には、その時点での「一般的自己効力感」得点が高いことは、「やめたい気持ち」を弱めていた。さらに少し前の「一般的自己効力感」得点が高いことは、「やめたい気持ち」を強めていた。また、「やめたい気持ち」に影響する要因の探索的因子分析の結果、「やめたい気持ち」を促進する「閉塞感」「能力と仕事の不一致」の2因子と、「やめたい気持ち」を抑制する「前向きな自分」「挑戦する力」「居心地の良さ」の3因子、調査時期により影響力の異なる「留保が抽出された。共分散構造分析の結果、4月の「やめたい気持ち」の強さは、4月の「挑戦力」には負の影響を及ぼすものの、7月、10月の「挑戦力」に正の影響があることが確認された。

【結論】

1. 「やめたい気持ち」は、入職直後が最も弱く、その後急激に強まり、入職6か月目も強いまま維持されていた。また、「やめたい気持ち」の強さは、「一般的自己効力感」から影響を受けており、少し前の「一般的自己効力感」が高いことは、「やめたい気持ち」を強める働きが確認された。
2. 「やめたい気持ち」は、「閉塞感」「能力と仕事の不一致」により促進されており、「前向きな自分」「挑戦する力」「居心地の良さ」によって抑制されていた。
3. 入職直後の「やめたい気持ち」の強まりは、その後の「挑戦する力」を高める影響があり、「やめたい」と感じ悩み迷うことは、その後の職業生活に肯定的な側面があることが確認された。このため、新卒看護師の社会化の過程において、「やめたい気持ち」をもつことは重要であり、「やめたい気持ち」の肯定的な側面を支援していく必要がある。

Longitudinal Research on Newly Graduated Nurse's 'Negative Feelings toward Job'

KUMIKO Takeuchi

Abstract

<Objective>

The purpose of this study is to illustrate the structure and the process of how newly graduated nurses' "Negative Feeling toward Job" changes over time.

<Method>

Based on previous studies as well as other preliminary investigation, a hypothetical model of the structure and the process of how newly graduated nurses' "Negative Feeling toward Job" change over time was designed. The questionnaire was created to measure the intensity of the "Negative Feeling toward Job," "general self-efficacy," factors influencing the "Negative Feeling toward Job," as well as "decision making process in leaving a job." The study was conducted longitudinally at three separate times (April, July, and October) with 573 newly graduated nurse participants. The surveys were carried out without notifying the medical institutions to which the participants belonged. Participants who had already consented to participate in the research before they were employed received a questionnaire using mail questionnaire method.

The exploratory analysis of the factors that influence the "Negative Feeling toward Job" was also conducted. Relationships among the factors influencing the intensity of the "Negative Feeling toward Job," "general self-efficacy," and the "Negative Feeling toward Job" became apparent. The covariance structure analysis was in order to evaluate the fitness the model to the data.

<Results>

The intensity of the "Negative Feeling toward Job" of the newly graduated nurses was the weakest in April and gradually intensified towards July and October. It was revealed that the intensity of the "Negative Feeling toward Job" was influenced by the "general self-efficacy." More specifically, a higher "general self efficacy" score at a given point in time was weakening the "Negative Feeling toward Job." A higher "general self efficacy" score at an earlier point in time contributed to the intensified "Negative Feeling toward Job." Additionally, the result of the exploratory analysis of the factors that influence the "Negative Feeling toward Job" revealed that there are two factors that accelerate the "Negative Feeling toward Job": 'feeling of entrapment,' and 'mismatch between ability and the job'. In contrast, there are three factors that suppress the "Negative Feeling toward Job": 'positive attitude,' 'willingness to take on new challenges,' and the 'feeling of being at ease.' The result of covariance structure analysis showed that although the intensity of the "Negative Feeling toward Job" in April negatively influenced the 'willingness to take on new challenges' in the same month, it positively influenced the 'willingness to take on new challenges' in July and October.

<Conclusion>

1. The "Negative Feeling toward Job" was the weakest in April and it rapidly intensified by July, continuing strongly into October. It was confirmed that the intensity of the "Negative Feeling toward Job" was influenced by "general self-efficacy."
2. The heightened sense of "general self efficacy" at the earlier point in time increases the "Negative Feeling toward Job." The "Negative Feeling toward Job" was accelerated by the 'feeling of entrapment,' 'mismatch between ability and the job,' as well as the 'feeling of hesitation.' The "Negative Feeling toward Job" was inhibited by 'positive attitude,' 'willingness to take on new challenges,' and the 'feeling of being at ease.'
3. The intensified "Negative Feeling toward Job" in April had a positive influence on the 'willingness to take on new challenges' in July and October. Hence, it was confirmed that feeling the "Negative Feeling toward Job" and feeling distressed or uncertain in April might actually have a positive influence towards their future career. Therefore, it is important for newly graduated nurses to experience the "Negative Feeling toward Job" during the socialization process. Thus, the positive aspects of the "Negative Feeling toward Job" need to be fully acknowledged.