INTRODUCTION

Research Need
Recent medical profession in our country to compete in a rapidly changing environment is accelerating. Hospital Organization through proactive management of human resources in pursuit of the organization’s competitive advantage. Hospitals to improve the quality of health care empowerment of nursing staff is important.

A special department within the organization, especially the hospital operating room. The surgical procedure is one of the areas where the central role of state-of-the-art equipment and high-quality human resources are concentrated central departments. Operating room as you need long-term investment in training and career development to special department nurses when you apply the system to bring more financial effects can be.

Since the 1970s, foreign institutions to apply the results of career development and job satisfaction is increased, the turnover rate is reduced, the nurse reported that the replacement cost to be reduced. However, career development in the country and recognized research institutions for the development and the two most medical research is introduced and implemented in the career development and the effectiveness of enforcement, but the present work is rare.

In this study, a career development system for 10 years, performed the surgery in a university hospital in nursing in South Korea career development system intended for perception and job satisfaction, and employee turnover is applied to determine the local hospital, the development direction of career development system can be sought to provide a basis.

MATERIALS AND METHODS

Subjects of the study
154 of perioperative nurses of a general hospital in Seoul.

Tool of study
‘the perception measurement tool of the career ladder system’ developed by Park Gwangok and Lee Yoonyoung (2010) ‘the job satisfaction measurement tool for perioperative nurses’ developed by Yoon Gyeseok and Park Seongae (2009) ‘the intention to leave’ scale developed by Lawley (1983), and modified by Park Hyunsook (2002).

Data collecting
From April 16th to April 22th, 2013.

Data analyzing frequency, average, t-test, one-way ANOVA, Scheffe test, Pearson’s correlation Coefficient, and stepwise regression analysis with the SPSS Win 15.0 program.

RESULTS

A. Relation of Perception of Career Ladder System, Job Satisfaction, Intention to leave

The subject with higher scores for perception of career ladder system has higher scores for job satisfaction (r=0.384, p<0.01), and lower scores for intention to leave (r=0.164, p<0.01). Finally, the subject with higher scores for job satisfaction has lower scores for intention to leave (r=0.251, p<0.01).

B. Comparison of Perception of Career Ladder System, Job Satisfaction, Intention to leave by personal population-sociological and job-related characteristics

1. perception of career ladder system
   The subject with higher age (r=0.164, p<0.01), higher personal growth need (r=0.164, p<0.01), and less work experience (r=0.388, p<0.01) has higher scores for perception of career ladder system.

   2. Score for job satisfaction
   The subject with higher age (r=0.288, p<0.01) and the longer total employment history of operation room (r=0.230, p<0.01) has higher scores for job satisfaction. Also, The subject with the longer total employment history of current surgery department (r=0.220, p<0.01) has higher scores for job satisfaction.

   3. Score for job satisfaction
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   Furthermore, charge nurse has more job satisfaction than general nurse (r=0.569, p<0.05). And fixed-work has more job satisfaction than shift worker (r=0.566, p<0.05). Specialist 2 nurse has higher job satisfaction than new nurse, general nurse and specialist 1 nurse (r=0.455, p<0.01).

3. Score for intention to leave
   The subject with higher age (r=0.194, p<0.01), the longer total employment history of operation room (r=0.336, p<0.01), and the longer total employment history of current surgery department (r=0.343, p<0.01) has higher scores for intention to leave. However, the subject with stronger personal growth need has lower scores for intention to leave (r=0.308, p<0.01). The nurses who have no experience of job transfer between different surgical fields in the operating room (r=0.152, p<0.01) has less intention to leave. Also, type 1 that one nurse is in charge of one operating room has lower scores for intention to leave. Specialist 2 nurse has higher scores for intention to leave than the others. On the other hand, new nurse has lower scores for intention to leave than the others (r=0.513, p<0.001).

   C. The factors influencing to job satisfaction and intention to leave
   The factors affecting the job satisfaction of the subjects are the perception of career ladder system, total employment history of operation room and personal growth need, the move-up experience to a higher level which is the subcategory of perception of career ladder system which explained 30.9% of the variance in job satisfaction. The factors affecting the intention to leave of the subjects are, the expected effect which is subcategory of perception of career ladder system, the number of overtime work for the last six months, personal growth need and total employment history of operation room which explained 26.1% of the variance in intention to leave.

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   In conclusion, the perception of career ladder system of perioperative nurses is normal. The higher perception of career ladder system is related to the higher job satisfactions, the higher expected effect on career ladder system of the subjects is related to the lower intention to leave. Specialist 2 nurse has higher scores for perception of career ladder system than new nurse, general nurse and specialist 1 nurse’s perception of career ladder system. Specialist 2 nurse also has higher scores for job satisfaction than the others, however, the intention to leave of specialist 2 nurse is the highest than the others. Therefore, it is needed to enhance the perception of career ladder system and to establish a plan how to fulfill the expected effect of career ladder system for improving a perioperative nurse’s job satisfaction and reducing an intention to leave. Moreover, it is needed to establish continuous strategies to reduce specialist 2 nurse’s intention to leave.

DISCUSSION