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The Relation between job satisfaction, participation (Sankaku-ryoku) and brain dominance preference of community nurses

Minae Ago, Teruko Ishibashi, Miyoko Mishima, Miyuki Kajitani (University of Shimane Junior College) & Kaori Konno (FORTINA INC)

Purpose: We investigated the relation between job-satisfaction, participation and brain dominance preference of community nurses and examined ways to accelerate career development.

Method: Participants were 92 female community nurses from seven health centers and three cities and one town in an unspecified Prefecture. We created an Internet-based survey. The survey was conducted by end users of 92 community nurses. The survey consisted of job satisfaction, participation and the Brain Dominance Instrument (BDI). BDI is a system claimed to measure and describe thinking preferences in people developed by Herrmann. In his brain dominance model, Herrmann identifies four different modes of thinking: Analytical thinking, Sequential thinking, Interpersonal thinking and Imaginative thinking. The format of the instrument is an online test which claims to determine which of the model's four styles of thinking is a dominant preference. Participating in this study is entirely a participant's own decision. Our study was approved by the ethical committee of our college

Results: Means and SD of the variables were as follows: work experience;18.2(9.1), job satisfaction;69.6(16.7), participation;43.2(5.8), Analytical thinkin;49.6(10.7), Sequential thinking;44.1(13.9), Interpersonal thinking;64.1(14.9), Imaginative thinking;41.7(15.0). Job satisfaction was positively correlated with years of work experience, Imaginative thinking and participation. Participation is significantly correlated with BDI. Analytical thinking was positively correlated with Imaginative thinking. Sequential thinking was negatively correlated with Interpersonal thinking.

Discussion: Both means, job satisfaction and participation were about 70 %. This means that community nurses in our study are generally doing well in their jobs. We note that job satisfaction is positively correlated with Imaginative thinking. This suggests that encouraging community nurses to think and act creatively is to improve their job satisfaction. BDI seems to help to improve personal communication, creativity and career development.