Effects of Workplace-Smoking-Ban on Job Satisfaction of Staffs at District Public Hospitals in Korea

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Dr. Jungjoo Moon

Principal Researcher of National Medical Center, KOREA

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National Medical Center

Brief Introduction to Korea

- Located to the east of China and near Japan,
  Divided into North and South after the Korean War(1950~53)
- Population : 50.5 million
- Religion : 23% Buddhist, 18% Protestant,
  11% Catholic, 47% None
- Life expectancy
  - Man : 77.0 yrs
  - Woman : 83.8 yrs
- Elderly(+65) : 11.0%
- Infant mortality rate : 3.2/1,000
- Doctors : 1.86 /1,000 persons
  Hospital beds : 10.12 /1,000 persons

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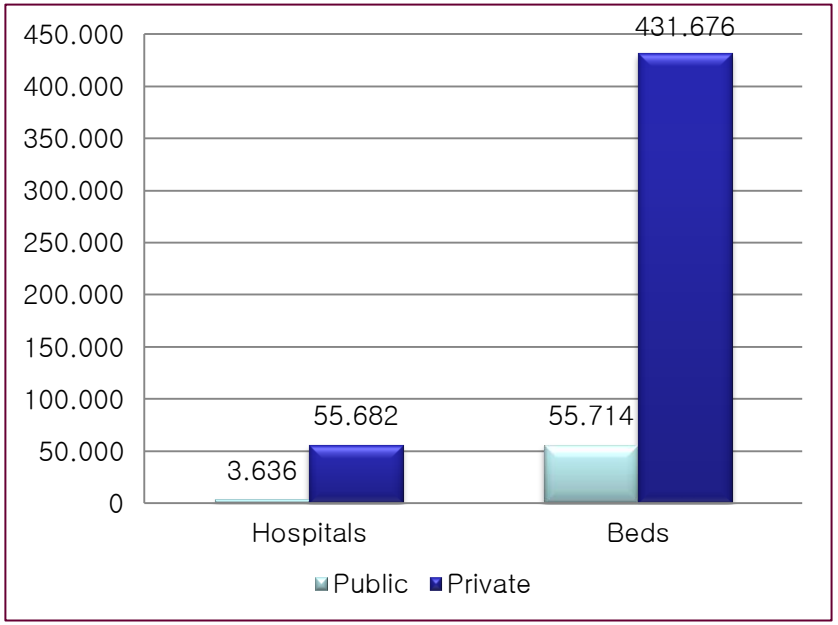
Healthcare System

- Private-sector dominant
  - 93.9% of hospitals
  - 88.6% of beds



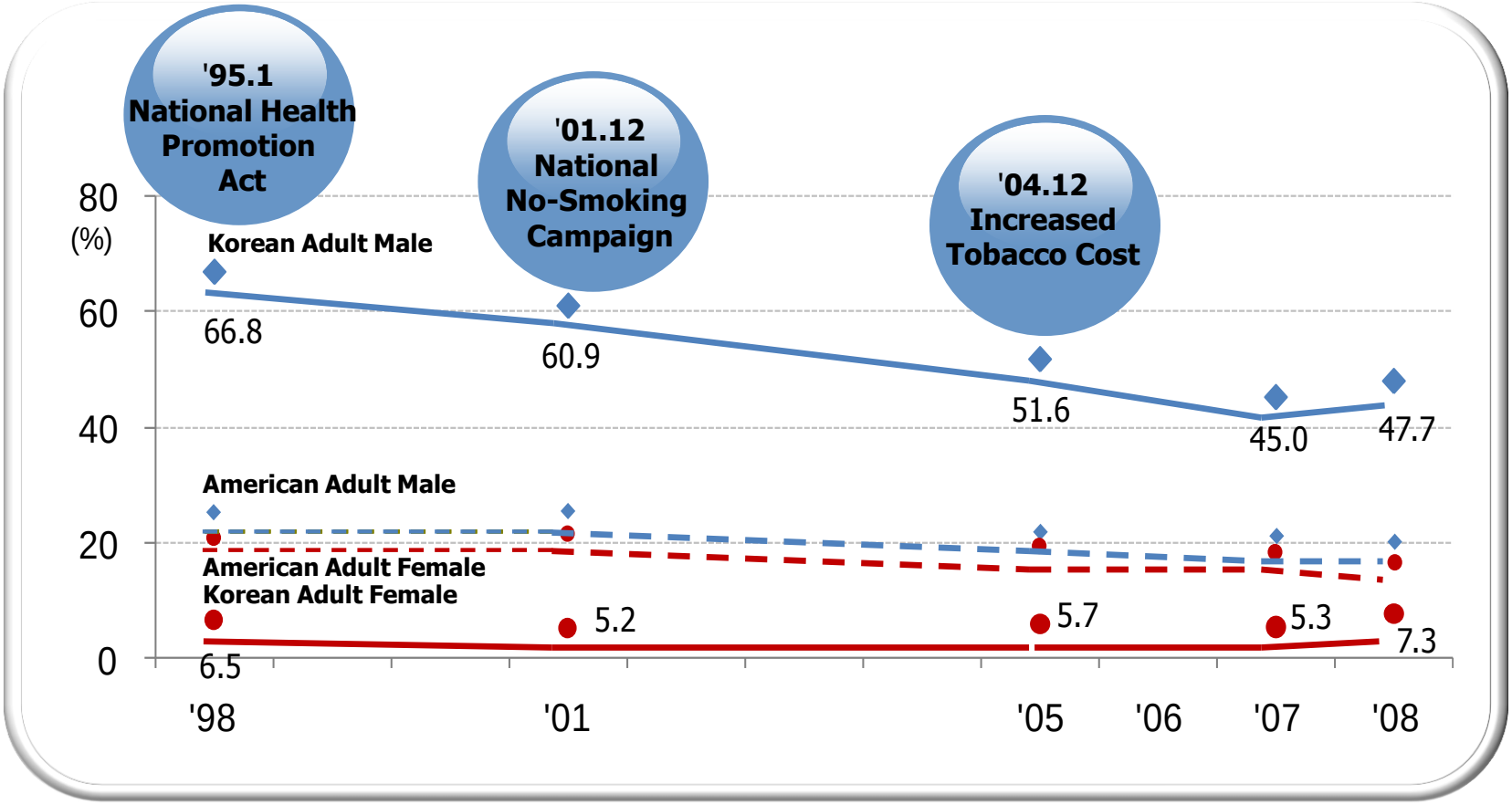
- National Health Insurance
  - covers 97% of populations
  - 3% covered by Medicaid

- Government as a regulator
  - Government manages Healthcare system through NHI
  - Dominant method of reimbursement is Fee-For-Service

Smoking

Smoking Rate

- Decreasing, but Very Common in Adult men



Source : Korea National Health & Nutrition Survey

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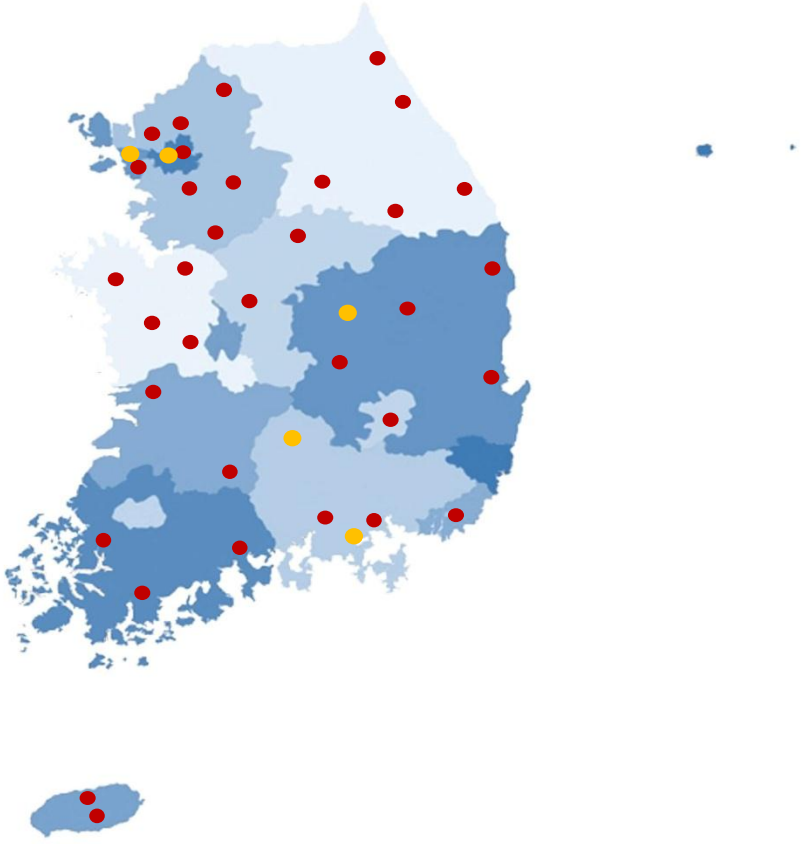
District Public Hospitals (DPHs)

- 39 hospitals, located throughout the country
- General hospitals founded by Municipalities and Red Cross

	Average No.
Beds	250
Departments	15
Doctors	25
Nurses	110
Paramedics	45



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District Public Hospitals (Con't)

- Public organizations with missions
  - practice standardized medical services
  - guarantee medical access by disadvantaged socioeconomic groups
  - provide services for unmet needs of community
  - involve staffs & communities in decision-makin

Annual Performance Evaluation of DPHs

The questions

- Are they providing high-grade services?
- Do the management system work well?

Domains to investigate

	As a hospital	As a public organization
Service	• Medical care (Patient's satisfaction)	• Guarantee medical access by disadvantaged people • Provide services for unmet needs
Management	• Rationality & Efficiency (Job satisfaction Survey)	• Involve staffs & community in decision making • Collaborate with other organizations

Utilization of the evaluation results

- for the basis of technical support to carry out their missions
- for criteria to invest budget for facility and equipments

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Research Background

- Differences in Job Satisfaction
  - between hospitals in a year
  - within a hospital over years

- Implementation of Workplace-Smoking-Ban
  - under the National Health Promotion Act 1995
  - according to the Health Plan 2010
  - as a commitment to
    Health Promoting Hospitals since 2009

- Women staffs in hospitals
  - vast majority of nurses, majority of staffs
  - non-smoking in almost all and welcoming smoking-ban

Assumptions

1. Staffs would be more satisfied at smoking-ban-conducting hospitals than non-conducting ones.

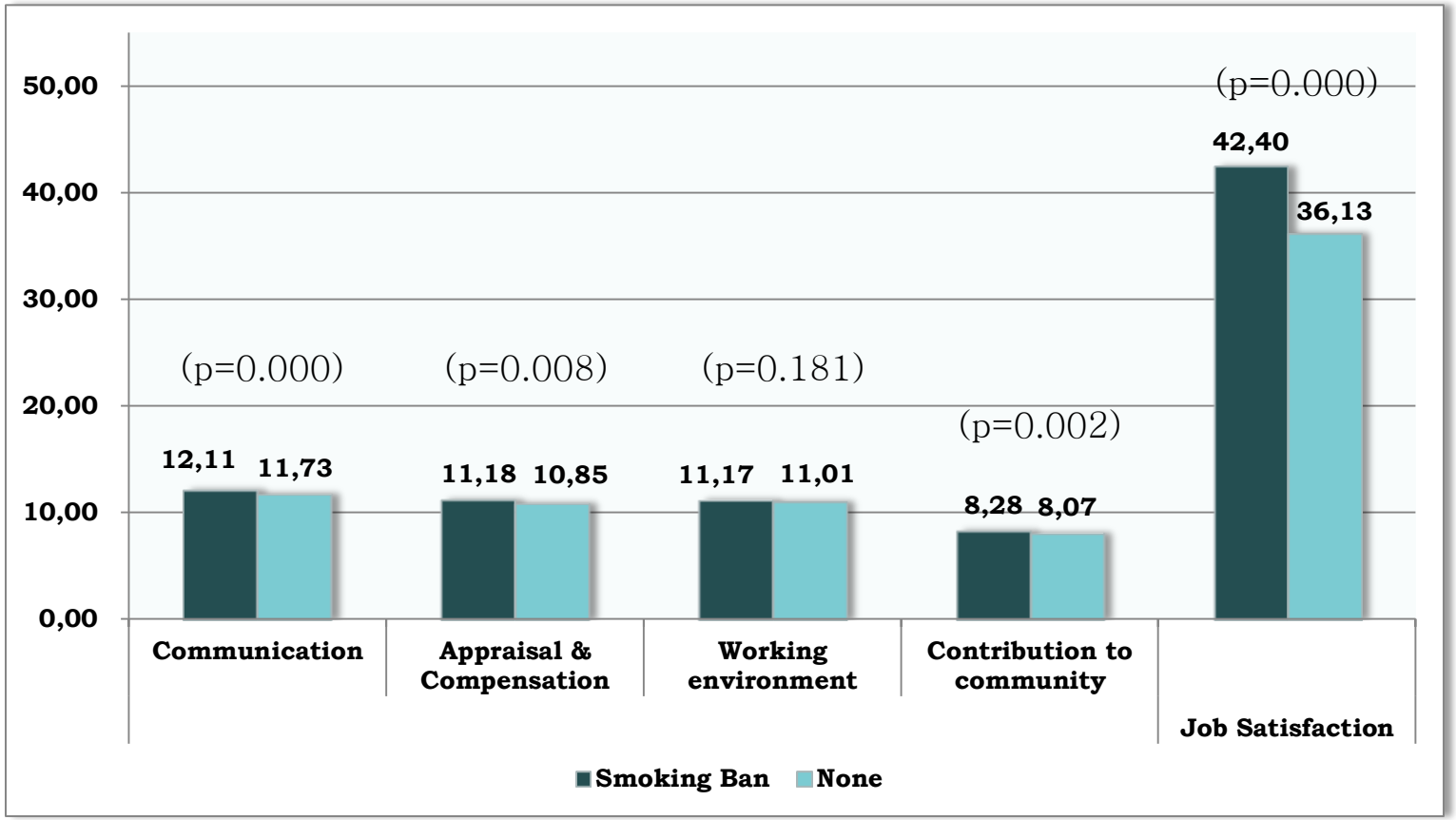
2. Staffs would be more satisfied after conducting workplace-smoking-ban than before.

Methodology

- Data
  - Survey on job-satisfaction in Performance Evaluation of District Public Hospitals (2006 & 2009)
- Survey
  - topics: communication, appraisal and compensation, working environment, contribution to community
  - individual online self-report
- Participants
  - 1,455 staffs at hospitals conducting smoking ban
  - 1,718 staffs at hospitals conducting none
- X^2-test and t-test

Result (1)

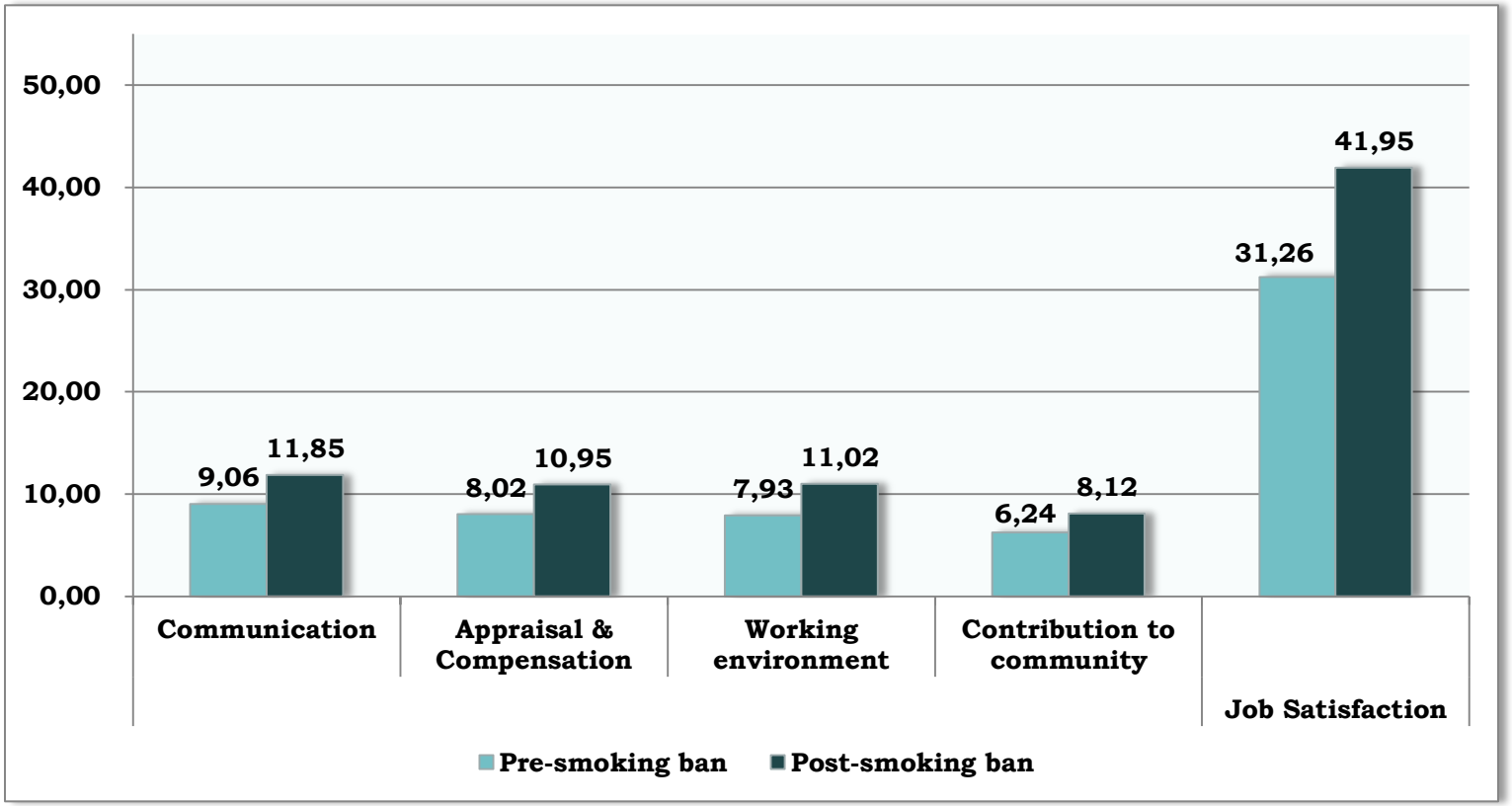
- Comparison of job-satisfaction between hospitals conducting smoking-ban and non-conducting ones



Result (2)

- Comparison of job-satisfaction within hospitals, before and after conducting smoking-ban

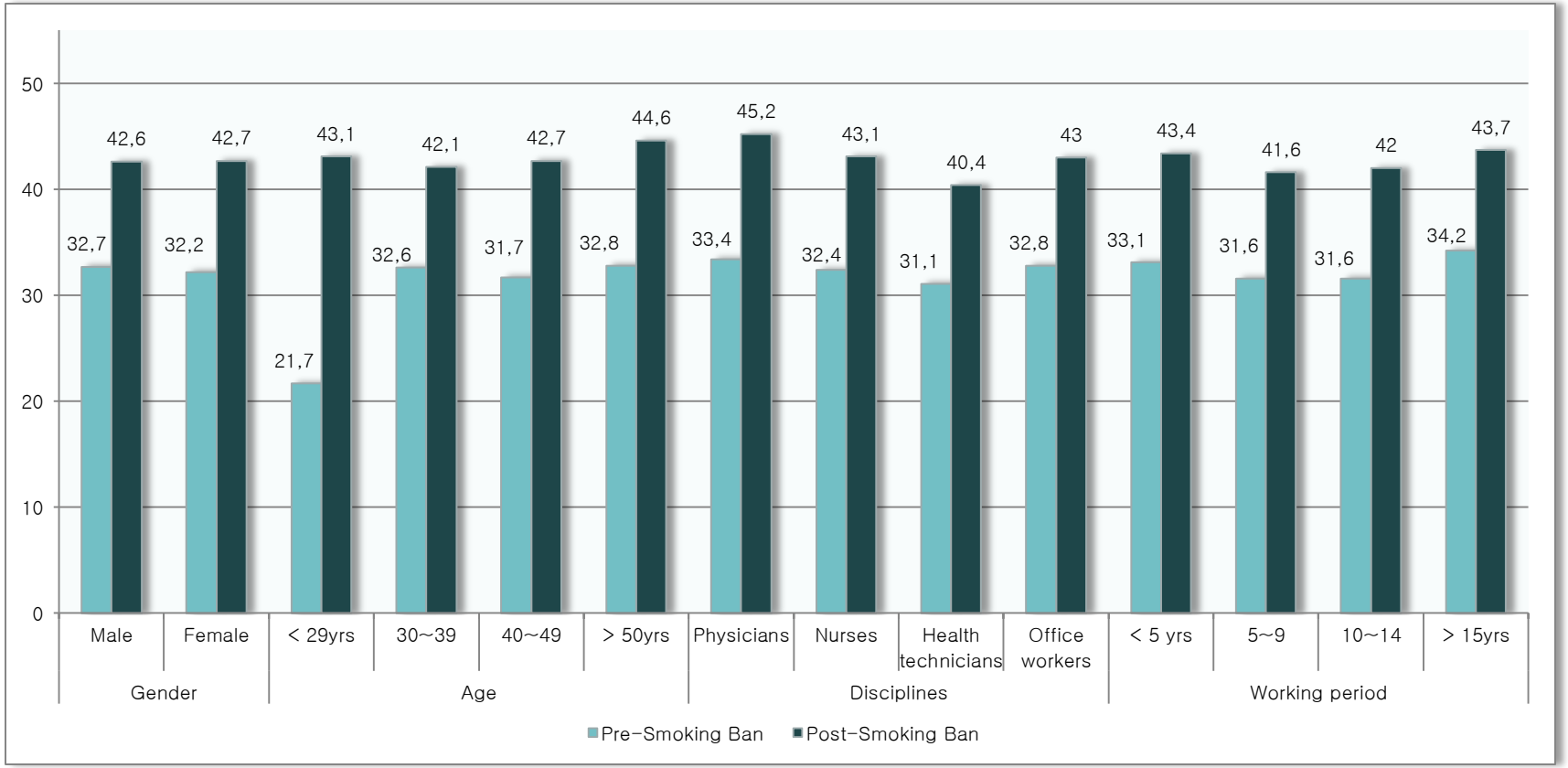
p=0.000



Result (3)

- Comparison of job-satisfaction within hospitals, before and after conducting smoking-ban, by general characteristics of participants

$p<0.001$



Conclusions

- ‘Job satisfaction of staffs of district public hospitals’ is **higher** at workplace-smoking-ban-conducting hospitals than at non-conducting ones.
- ‘Job satisfaction of a hospital’ has **increased** significantly after implementation of workplace-smoking-ban.

Workplace-smoking-ban
has positive influence in **job satisfaction**
and would hopefully **enhance**
health gain orientation of hospital staffs.

for further Information

Dr. Jungjoo Moon

+ 82-2-2260-7470, moonjungjoo@gmail.com

Ms. Eun Jeong Hwang

+82-2-2260-7246, eejhhh@naver.com

국립중앙의료원
National Medical Center