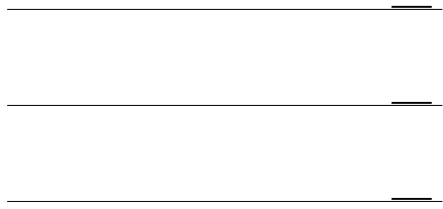


2000 7



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1.	21
2.	23
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	48
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Abstract	60

1.	5
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3.	8
4. ()	10
5.	11
6.	12
7.	13
8.	15
9.	18
10.	22
11.	24
12.	25
13.	26
14.	28
15.	30
16.	32
17.	34
18.	35
19.	36
20.	37

1.	14
2.	41
3.	42

24

184 (64.8%)

²-test

²-test

(ANOVA)

가

가

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‘ 가 가 , ‘ , ‘

‘ 가 가 ,

가 .

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가 . ,

4.13 , 4.26 , 4.20

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가 가 ,

가 4.48 4.40

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1.

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, 1950 (公醫) , (限地醫師) ,

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3,309

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가 (, 1994).

가 가
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(, 1994).

1) 1 1,270 38.5% 489 ,
61.5% 781
30 가 . ()

가 1 가
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가 가 1
. (‘88, ‘91, ‘98)
(1990,
, (1995,),
(1996,),
가
가

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184

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1.

가

가

1978 가 , 1979 가 ,
 176 , 140 1981
 5,978 , 90 20,208 14,140 ,

가 .

1. :

		20,208	14,140	4,239	2,810	7,091	5,978	90
'81	'90	8,868	5,802	795	895	4,112	3,066	
'91	2000	11,340	8,338	3,444	1,915	2,979	2,912	90

: , 2000.

1978
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가
14 5
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2. : (%)

						(%)
	243	28	74	151	86	582(17.6)
	492	218	551	612	4	1,877(56.7)
	197	2	1	2	-	202(6.1)
	261	-	-	-	-	261(7.9)
	4	-	5	4	-	13(0.4)
	26	3	6	1	-	36(1.1)
	18	3	11	2	-	34(1.0)
	39	2	4	1	-	46(1.4)
	161	4	12	-	-	177(5.4)
가	63	3	11	3	1	81(2.4)
	1,504	263	675	776	91	3,309(100.0)

: , 2000.

2) , 91 90

3) ,

가

5

3

3. ('92 '99) :

	'92	'93	'94	'95	'96	'97	'98	'99
	10	36	18	22	11	25	38	37
	8	30	11	19	8	19	5	19
	2	6	7	3	3	6	33	18

) , 2000.

1

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, 가

가 가 4)

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, 가

, (,) 가

81.9% , 99.3% , 47.3%

가 ,

(道) 68.2%

91.4%가

가 (4).

4) 9 1. . .

, 2. . , 3. 가 , 4.

, 5. , 6. , 7.

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9. .

, 10. .

, 11. , 12. 가 .

, 13. ,

, 14. , 15.

, 16. .

4. () ('98) : (%)

2,860	518	2,342	2,055	460	1,595	805	58	747
(100.0)	(18.1)	(81.9)	(100.0)	(22.4)	(77.6)	(100.0)	(7.2)	(92.8)
957	504	453	771	448	323	186	56	130
(100.0)	(52.7)	(47.3)	(100.0)	(58.1)	(41.9)	(100.0)	(30.1)	(69.9)
1,903	14	1,889	1,284	12	1,272	619	2	617
(100.0)	(0.7)	(99.3)	(100.0)	(0.9)	(99.1)	(100.0)	(0.3)	(99.7)

) , 1999

2.

1988년 「 」 836가
 97.5%가 (33.6%), (27.9%)
 1991년 602가 '88 99%
 가 , 가 43%가 , 29%가 , 13%가
 가 가

5. : %

	1988	1991	1998
가	97.5	99	-
	1.5	0.2	
가	33.6	43	47.7
	27.9	29	40.7
	0.8	13	8.9

: , '88, '91, '98 3 .

1998	가			
」	301			
가			47.7%가	
‘91	가			
,			56.8%가	
가	가 78.9%			
가				
가	가			
가				
6.				: %
	()			
	()			
			78.9	
(56.8%)			15.2	
			5.9	
			39.2	
		, 가	25.4	
(43.2%)			19.3	
			16.1	
:		, 1998		

가 가 , 가

가 가

7. : %

	11.3
	29.6
	59.1

: , 1998

(, 1990)

(, 1995),

(, 1996) .

85.7%

1

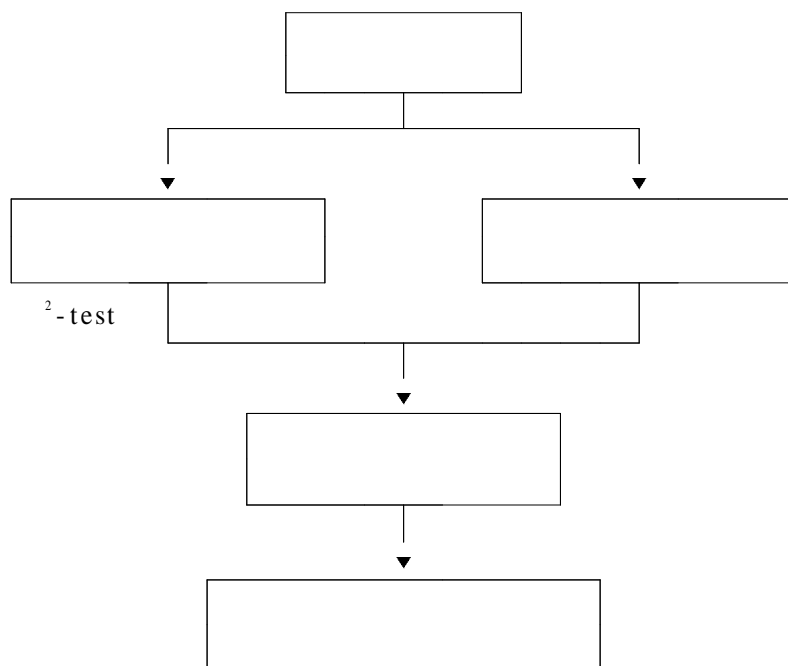
80 ():20 ()

20.5%, 90 ():10 () 48.0%, 95 ():5 () 20.5%

93.5%가 80 .

1.

(1).



1.

2.

9 (道) 1 (市) 2
 (郡) 2 , 3
 1:2
 가 38%, 62%가 ,
 2 3 가
 6
 1 2000 5 1
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 2 , 3 284 2000 5 2 5 20
 64.8% 184

8.

(道)	(市)	(郡)
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가

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	1.		2.		
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	1.	2.			
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	1.			2.	
	3.			4.	
	1.	2.	3.	4.	5.
가	1.	2.		3.	
	4.		5.		
가	1.		2.		
	3.	,	4.		5.
	1.	2.	3.	4.	
가	5.	6.	7.	8.	9.
	10.		11.	12.	

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4.

Analysis System) SAS (Statistical
4
2_ (Analysis of
Variance)
(Analysis of Variance)

1.

10
184
30 가 68% , 32% 31
2 가 57.6% , 42.4% 3
가
가 71.7%
가 64.7% , 4.3%
31.0% , , 가
20% , , 가 10%
가 13.0% ,
2.7%

10. : (%)

25	27	43 (23.4)
28	30	82 (44.6)
31		59 (32.1)
2		106 (57.6)
3		78 (42.4)
		85 (46.2)
		99 (53.8)
		132 (71.7)
		49 (26.6)
		3 (1.7)
		119 (64.7)
		57 (31.0)
		8 (4.3)
		26 (14.1)
		34 (18.5)
		39 (21.2)
		39 (21.2)
		44 (23.9)
		2 (1.1)
		24 (13.0)
		153 (83.1)
		5 (2.7)
		2 (1.2)
		34 (19.5)
		117 (67.2)
		23 (13.2)
		184 (100.0)

2.

가.

(11).

가

4-6

가 55.4% 가

, 10 9.2%
(85.8%)가

,
60.3%

51.1%가 ,
(32.6%, 35.9%) (33.7%, 38.0%)

가

, ,

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11. : (%)

	1 3	54 (29.3)
	4 6	102 (55.4)
	7 9	9 (4.9)
	10	17 (9.2)
		2 (1.2)
		157 (85.8)
		19 (10.4)
		7 (3.8)
		1 (0.6)
	.	5 (2.7)
/	.	36 (19.6)
		111 (60.3)
		32 (17.4)
	,	4 (2.2)
		28 (15.2)
		94 (51.1)
		58 (30.5)
	.	49 (26.6)
		60 (32.6)
		62 (33.7)
		13 (7.1)
	.	38 (20.7)
		66 (35.9)
		70 (38.0)
		10 (5.4)
		184 (100.0)

12 .

가

12

*

:

181 (98.4)	87 (47.3)	104 (56.5)
81 (44.0)	31 (16.8)	145 (78.8)
50 (27.2)	23 (12.5)	130 (70.7)
26 (14.1)	35 (19.0)	74 (40.2)
9 (4.9)	78 (42.4)	23 (12.5)
67 (36.4)	97 (52.7)	20 (10.9)
2 (1.1)	5 (2.7)	3 (1.6)

* , () 184 .

13 .
가
21.7% .
13.6% , 37.5%가
, 46.7% 가
. .
13. : (%)

	130 (70.1)
	10 (5.4)
	40 (21.7)
	3 (1.6)
	1 (1.2)
	2 (1.2)
	25 (13.6)
	69 (37.5)
	49 (26.6)
	37 (20.1)
	2 (1.1)
	184(100.0)

14 . , , 가 (49.4%) (21.7%) 가 , , 30% , (28.8%) . (75.5%) , 가

14. : (%)

	40 (21.7)
가	91 (49.4)
	12 (6.5)
가	40 (21.7)
	1 (0.7)
가	22 (11.9)
	104 (56.5)
	47 (25.5)
	11 (6.1)
	53 (28.8)
	60 (32.6)
	56 (30.4)
	15 (8.2)
	41 (22.3)
	139 (75.5)
	4 (1.7)
	48 (34.5)
	11 (7.9)
	6 (4.3)
	66 (47.3)
	8 (5.8)
	139 (100.0)
	184 (100.0)

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 가 , 가
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 가 가 가 (p<0.1)
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 , 가
 가 .
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 가 3 2
 (p<0.1) .
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 15 가 (65.2%)
 가

표 15. 일반적 특성별 공중보건직의사의 역할인식 비교

구분	본인				지역사회주민				보건의료관계자				계	
	①	②	③	④	①	②	③	④	①	②	③	④		
연차														
2년차	28(26.7)	39(37.1)	14(13.3)	24(22.9)	6(5.7)	72(68.6)	23(21.9)	4(3.8)	12(11.3)	33(31.1)	43(40.6)	18(17.0)	106(100.0)	
3년차	20(25.6)	32(41.0)	15(19.2)	11(14.2)	10(13.0)	44(57.1)	14(18.2)	9(11.7)	7(9.0)	17(21.8)	41(52.6)	13(16.7)	77(100.0)	
면허 종별														
의사	29(24.4)	43(36.1)	24(20.2)	23(19.3)	11(9.3)	72(61.0)	25(21.2)	10(8.5)	14(11.8)	28(23.5)	59(49.6)	18(15.1)	119(100.0)	
치과의	16(28.6)	24(42.9)	4(7.1)	12(21.4)	5(8.9)	37(66.1)	11(19.6)	3(5.4)	4(7.0)	20(35.1)	20(35.1)	13(22.8)	57(100.0)	
한의사	3(37.5)	4(50.0)	1(12.5)	0(0.0)	0(0.0)	7(87.5)	1(12.5)	0(0.0)	1(12.5)	2(25.0)	5(62.5)	0(0.0)	8(100.0)	
원제 근무지														
보건소	7(29.2)	11(45.8)	2(8.3)	4(16.7)	1(4.4)	17(73.9)	4(17.4)	1(4.3)	4(16.7)	6(25.0)	12(50.0)	2(8.3)	24(100.0)	
보건관소	40(26.3)	58(38.2)	25(16.4)	29(19.1)	14(9.2)	94(61.8)	33(21.7)	11(7.2)	15(9.8)	43(28.1)	68(44.4)	27(17.7)	153(100.0)	
기 타	0(0.0)	1(20.0)	2(40.0)	2(40.0)	1(20.0)	3(60.0)	0(0.0)	1(20.0)	0(0.0)	0(0.0)	4(80.0)	1(20.0)	5(100.0)	
이전 근무지														
보건소	11(32.4)	15(44.1)	3(8.8)	5(14.7)	3(8.8)	23(67.7)	7(20.6)	1(0.6)	6(17.7)	7(20.6)	17(50.0)	4(11.8)	34(100.0)	
보건관소	33(28.2)	44(37.6)	17(14.5)	23(19.7)	11(9.5)	72(62.1)	23(19.8)	10(8.6)	11(9.4)	34(29.1)	5(43.6)	2(18.0)	117(100.0)	
기 타	1(4.3)	8(34.8)	8(34.8)	6(26.1)	2(9.1)	11(50.0)	7(31.8)	2(9.1)	1(4.4)	6(26.1)	11(47.8)	5(21.7)	23(100.0)	

* ① 지역사회보건책임자로서의 역할 ② 의료취약지역에 파견된 의사로서의 역할

③ 병역의무를 이행하기 위한 역할 ④ 위의 모든 항목에 해당

■ $p < 0.1(\chi^2\text{-test})$

가 , ,
 가 .
 가 , ,
 , , ,
 (51.1%)
 , 22%
 가 .
 가 .

표 16. 일반적 특성별 문제집 인식비교

변수 구분	업무수행상 문제집 ¹⁾					체도의 문제집 ²⁾				
	①	②	③	④	⑤	①	②	③	④	계
연차										
2년차	30(28.6)	47(44.8)	7(6.7)	7(6.7)	17(13.3)	53(51.0)	12(11.5)	18(17.3)	21(20.2)	105(100.0)
3년차	16(20.8)	42(54.6)	5(6.5)	2(2.6)	12(15.6)	40(51.3)	5(6.4)	14(18.0)	19(24.4)	77(100.0)
면허 종별										
의사	28(23.9)	61(52.1)	10(8.6)	5(4.3)	13(11.1)	56(47.5)	10(8.5)	23(19.5)	29(24.6)	118(100.0)
치과의	15(26.3)	25(43.9)	2(3.5)	4(7.0)	11(19.3)	34(60.7)	5(8.9)	9(16.1)	8(14.3)	56(100.0)
한의사	3(37.5)	3(37.5)	0(0.0)	0(0.0)	2(7.7)	3(37.5)	2(25.0)	0(0.0)	3(37.5)	8(100.0)
현재 근무지										
보건소	7(30.4)	10(43.5)	1(4.4)	0(0.0)	5(21.7)	10(43.5)	3(13.0)	3(13.0)	7(30.4)	23(100.0)
보건소	37(24.3)	75(49.3)	11(7.2)	9(5.9)	20(13.2)	78(51.3)	14(9.2)	27(17.8)	33(21.7)	152(100.0)
기 타	1(20.0)	3(60.0)	0(0.0)	0(0.0)	1(20.0)	4(80.0)	0(0.0)	1(20.0)	0(0.0)	5(100.0)
이전 근무지										
보건소	8(24.2)	20(60.6)	1(3.0)	2(6.1)	2(6.1)	17(50.0)	4(11.8)	4(11.8)	9(26.5)	34(100.0)
보건소	27(23.1)	56(47.9)	11(9.4)	5(4.3)	18(15.4)	60(51.7)	9(7.8)	22(19.0)	25(21.6)	116(100.0)
기 타	9(40.9)	9(40.9)	0(0.0)	0(0.0)	4(16.7)	11(50.0)	2(9.1)	5(22.7)	4(18.2)	22(100.0)

1) ① 농특법에서 정하고 있는 제반의무 ② 업무상 권한 미부여 ③ 상급기관 공무원들의 관리능력 부족

④ 동료 공무원들의 비협조 ⑤ 예산과 인원 부족

2) ① 관련 법조항이 규제와 감시위주 ② 보건 사업 수행 등 적극적 활동 미보장 ③ 신분이나 지위 불확실

④ 보수 등 처우 열악

3.

가.

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가

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17.

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	*	S.D
	3.55	0.87
	3.60	0.69
	3.49	0.68
	3.78	0.71
	2.96	0.89
	3.14	0.76
가	3.30	0.84
	2.82	0.91
()	2.55	0.90
	3.34	0.79
	2.96	0.81
	2.98	0.72
	3.26	0.94
	3.21	0.49

* 5 (1. , 2. , 3. , 4. , 5.)

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18

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18.

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		F -
2	3.24	1.24
3	3.16	
	3.26	0.69
	3.19	
	3.55	
	3.29	
	3.20	0.45
	3.21	
	3.17	
	3.28	1.11
	3.15	

4.

가. : , ,
 , ,
 19 . 5 4.18
 , 가 .
 , , 4.13 , 4.26 , 4.20

가 4.60 ,
 4.48 4.40 .

19. :

		S.D	
	4.60	0.63	3-5
	4.20	0.76	2-5
	4.02	0.79	2-5
	4.40	0.69	3-5
	4.12	0.88	1-5
	3.43	1.17	1-5
	4.13	0.50	
	4.60	0.63	3-5
	4.03	0.80	1-5
	4.15	0.72	1-5
	4.26	0.57	
	4.34	0.69	3-5
	4.48	0.65	3-5
	4.31	0.85	2-5
	3.68	1.07	1-5
	4.20	0.57	
	4.18	0.41	

* 5 (1. , 2. , 3. , 4. , 5.)

가
(20).

가
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	3.93	4.26	3.95
	4.13	4.33	4.26
	4.10	4.287	4.20
	4.29	4.20	4.35
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* p < 0.05, ** p<0.01, *** p<0.001

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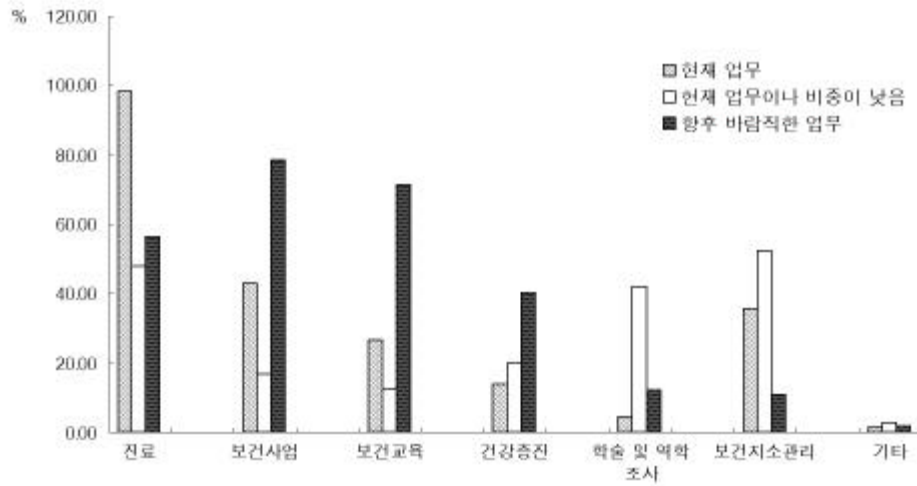
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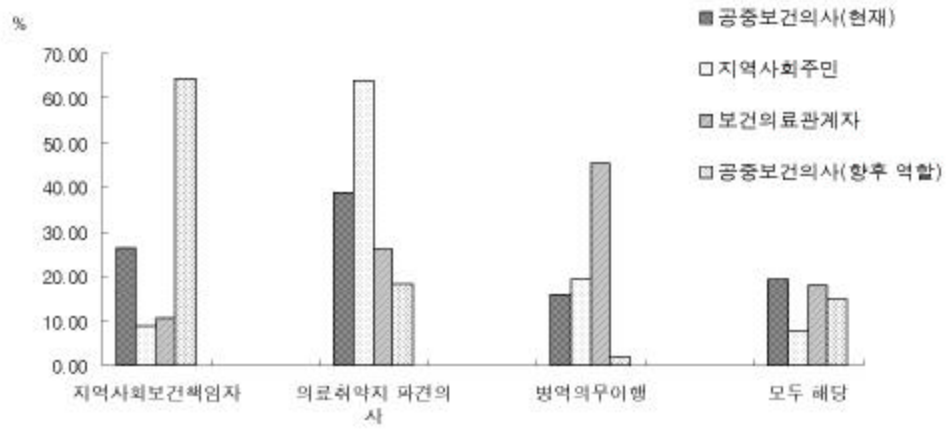


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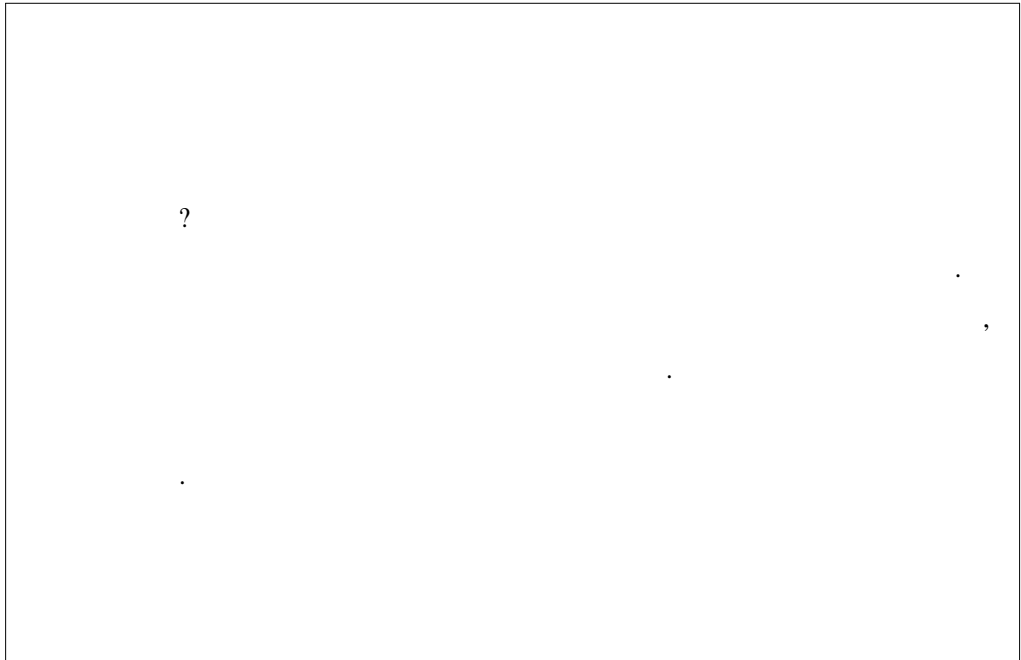
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Abstract

Study on Public Health Doctors : Job Satisfaction Rate and Demand for Changes

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Health Science and Management

Yonsei University

(Advisor : Professor Cho, Woo Hyon M.D., Dr.P.H.)

This study was carried out to enhance general system relating to public health doctors. Their job satisfaction and demand for changes were examined. 184 public health doctors who stationed in health offices and posts among the chosen 24 districts (cities and counties) were surveyed with postal questionnaires. Response rate was 64.8%.

The described analysis and χ^2 -test were conducted to analyze job-related areas such as role, education and medical services. ANOVA and χ^2 -test were conducted to analyze job satisfaction rate and the range of the demand for changes in the system.

Main findings are as follows.

1. The role of public health doctors.

There are different perceptions about public health doctor, between public health officers and community people. While the public healthl doctors

considered themselves as medical doctors or community health professionals who were dispatched to certain areas in order to fulfill the shortage of certain medical manpower, the local residents local residents regarded them as a person who served his military duty in the field of medicine.

2. The public health doctors indicated that the most important duties at the present were the clinical services, health services and community health post management. However, public health doctors selected health services, health education, and medical care as their ideal duties. Thus, it is expected that the public health doctors mainly carry out health services and health education, as well as carrying out medical care, in areas experiencing a shortage of medical resources in the future.

3. They felt that their education was patient-oriented and not sufficient for the community health care providers. They suggested that educational programme was necessary in overall or some parts of community health care services.

4. Overall satisfaction on their job rated moderate. Two items of "The role of public health doctors in local community is important" and "I fulfill my duty as a public health doctors" scored the highest points respectively. However, the items," Health institutions meet the needs of medical service in local community" and "job assignment" the lowest points. There were no significance among age, service period, and type of medical license.

5. The average score of 13 items on the demand for change was comparably high, 4.18 points (5 being the maximum), indicated that there were strong need for change. The classified areas such as system, perception and personal level were rated as 4.13, 4.26 and 4.20. Breakdown of items are as follows: change in rules and regulations related to public health doctor system and the need to change the recognition of local

governments toward public health doctors scored 4.60, the reestablishment of officers' status scored 4.48, and the reestablishment of the function of health offices scored 4.40.

The results of this study showed the perception of role, job satisfaction rate, demand for changes among public health doctors and provided the basic data for the improvement in the general health care system. However, to develop the more reasonable community health policy, it is necessary to carry out the further studies on opinions of central government, local communities and those who are engaged in the area of medical services. In conclusion, to raise the job satisfaction and maintain an ideal system of public health doctors, it is necessary to make changes in the system, social cognition towards them, and personal cognition towards themselves. To meet community need for health, it is important to reestablish the function of local health institutions. It is also necessary to create an environment where public health doctors can express their ideas and be fully in charge of public health in local communities.

Key word : public health doctors, perception of the role, job satisfaction,
demand for change of system