Job Satisfaction among Eastern Asian Employees Working in Nursing Homes:

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ABSTRACT

This study aimed to test the equivalence of job satisfaction structure of the employees working in nursing homes across Eastern Asian countries, namely, Japan, China, and Korea. An existing study confirmed a 4-factor structure of job satisfaction for the Japanese employees, satisfactions with ‘allowance including pay and fringe-benefit’, ‘relationship with supervisor’, ‘collegiality’, and ‘growth’ (Lee 2003). To examine whether the 4-factor model was applicable to the Korean and the Chinese employees (215 Korean and 453 Chinese), job satisfaction was assessed by the Quality of Working Life Scale (QWLSCL) designed to measure 4 facets of job satisfaction, and exploratory factor analyses were employed on the data. Results revealed that the 4-factor model was applicable to the Korean employees but not applicable to the Chinese employees: two factors were extracted in the Chinese data.

Key Words: job satisfaction, employees, Nursing Home, Japan, China, Korea