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Abstract

Effects of the Workers' Recognition of the Restructuring to Their Psychosocial Well-being

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Objectives: To investigate the effects of recognition on the restructuring of the psychosocial well-being of the workers.

Methods: 302 employees were recruited by a stratified random sampling method, from a company located in Seoul, which undergoing an administrative evaluation, in 2001. Subjects were asked to fill out questionnaire sheet on their recognition of the restructuring, and were questions on their psychosocial well-being. A one-way ANOVA and a multiple regression analysis were used to analyze the data.

Results: For the psychological well-being, the levels of social performance and self-confidence were significantly different relation to age, educational attainment, marital status, insecurity recognition, and competency recognition.

According to the result of the multiple regression analysis, the insecurity recognition was found to significantly affect the social performance and self-confidence, depression, sleep disturbance and anxiety, general well-being and vitality, whereas the competency recognition affected the social performance and self-confidence, sleep disturbance and anxiety, and overall psychosocial well-being.

Conclusion: The insecurity and competency recognitions against the restructuring were found to be the major factors affecting the workers psychosocial well-being. It is suggested that a decreased worker's insecurity recognition of the restructuring, and the competency recognition for the workers psychosocial health needs require promoting.

Key Words: Restructure, Psychosocial, Well-being

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 (factor analysis)
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Table 1. Factor analysis of items for recognition of restructuring

Opinion regarding restructuring	Composition		
	Insecurity recognition (1)	Necessity recognition (2)	Competency recognition (3)
Restructuring threatens my job.	0.81	-0.16	-0.02
Restructuring has lowered the job security.	0.76	-0.05	-0.03
Restructuring has significantly affected my life.	0.76	-0.20	-0.13
I have viewed myself as a possible subject of layoff restructuring.	0.64	0.11	-0.33
I have thought about switching jobs because of potential restructuring.	0.63	0.03	-0.33
In general, restructuring is needed among for-profit firms in our society.	-0.07	0.88	0.08
I think restructuring is necessary for our firm.	-0.10	0.85	0.11
I think I can continue to work until my retirement age at this firm.	-0.25	-0.15	0.75
I think I can find another job if I were to lose my job due to restructuring.	0.03	0.28	0.70
Restructuring doesn't affect me.	-0.24	0.18	0.59
Eigenvalues	3.45	1.61	1.15

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 Windows SPSS/PC 10.0 Version
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 component analysis)
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 way ANOVA)
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Table 2. General characteristics of study subjects

Variable	N* (%)	
Sex	Male	267 (88.4)
	Female	35 (11.6)
Age (years)	25~29	25 (8.3)
	30~34	88 (29.4)
	35~39	87 (29.0)
	40	100 (33.3)
Education	High school	47 (15.6)
	Jr. college	72 (23.8)
	College	182 (60.3)
Monthly income (10,000won)	100~200	67 (22.2)
	200~300	159 (52.6)
	300	73 (24.2)
Marital status	Married	269 (89.1)
	Single	32 (10.6)
Religion	Yes	135 (44.7)
	No	164 (54.3)
Job type	Administrative	118 (39.1)
	Technical	184 (60.9)
Job position	Subordinator	90 (29.8)
	Mid-level manager	134 (44.4)
	Senior manager	76 (25.2)
Shift work	Day time	221 (73.2)
	Shift work	81 (26.8)
Work duration (years)	5 >	41 (13.7)
	5~9	96 (32.1)
	10~14	102 (34.1)
	15	60 (20.1)
Former job	None	134 (44.4)
	Once	113 (37.4)
	More than once	52 (17.2)

* Some responses were omitted.

221 (73.2%) ,
 10 ~ 14 102 (34.1%) 가
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 (Table 2).

Table 3

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Table 3. Recognition of restructuring by general characteristics

Variable		Insecurity recognition	recognition Competency	Necessity recognition
Sex	Male	3.77 ± 0.64	3.08 ± 0.96*	2.15 ± 0.59
	Female	3.77 ± 0.61	3.42 ± 0.78*	2.06 ± 0.54
Age (years)	25-29	3.96 ± 0.75	3.38 ± 1.06*	2.19 ± 0.75
	30-34	3.70 ± 0.55	3.29 ± 0.82*	2.18 ± 0.53
	35-39	3.83 ± 0.61	2.91 ± 0.94*	2.08 ± 0.56
	40	3.75 ± 0.68	3.07 ± 0.98*	2.15 ± 0.60
Education	High school	3.93 ± 0.58*	2.97 ± 0.97*	2.09 ± 0.66
	Jr. college	3.85 ± 0.60*	2.78 ± 0.96*	2.11 ± 0.55
	College	3.70 ± 0.66*	3.30 ± 0.89*	2.17 ± 0.58
Monthly income (unit: 10,000won)	100~200	3.92 ± 0.66*	3.01 ± 1.01	2.12 ± 0.63
	200~300	3.78 ± 0.63*	3.06 ± 0.93	2.15 ± 0.57
	300	3.64 ± 0.59*	3.34 ± 0.89	2.16 ± 0.58
Marital status	Married	3.78 ± 0.64	3.08 ± 0.95*	2.14 ± 0.58
	Single	3.68 ± 0.63	3.48 ± 0.85*	2.17 ± 0.66
Religion	Yes	3.75 ± 0.60	3.03 ± 0.92	2.20 ± 0.58
	No	3.79 ± 0.67	3.21 ± 0.96	2.08 ± 0.58
Job type	Administrative	3.64 ± 0.56*	3.43 ± 0.81*	2.22 ± 0.54
	Technical	3.85 ± 0.67*	2.93 ± 0.97*	2.09 ± 0.61
Job position	Subordinator	3.83 ± 0.70*	3.05 ± 0.99	2.15 ± 0.67
	Mid-level manager	3.82 ± 0.56*	3.11 ± 0.92	2.11 ± 0.55
	Senior manager	3.61 ± 0.68*	3.27 ± 0.93	2.17 ± 0.54
Shift work	Day time	3.70 ± 0.64*	3.19 ± 0.95*	2.20 ± 0.55*
	Shift work	3.97 ± 0.59*	2.93 ± 0.91*	1.99 ± 0.64*
Work duration (years)	5 >	3.65 ± 0.73	3.55 ± 0.90*	2.22 ± 0.61
	5~9	3.85 ± 0.61	3.13 ± 0.91*	2.13 ± 0.56
	10~14	3.82 ± 0.56	2.98 ± 0.91*	2.16 ± 0.60
	15	3.67 ± 0.72	3.04 ± 1.01*	2.07 ± 0.59
Former job	None	3.80 ± 0.63	3.22 ± 0.83	2.09 ± 0.59
	Once	3.73 ± 0.60	3.04 ± 1.00	2.18 ± 0.53
	More than once	3.80 ± 0.75	3.03 ± 1.10	2.18 ± 0.69

* : p-value 0.05

Table 4

Table 4. Psychosocial well-being by general characteristics

Variable		Social performance and self-confidence	Depression	Sleeping disturbance and anxiety	General and vitality well-being	Total
Sex	Male	1.57 ± 0.47	0.80 ± 0.52	1.59 ± 0.58	0.87 ± 0.65	1.21 ± 0.45
	Femal	1.67 ± 0.46	0.87 ± 0.59	1.68 ± 0.54	0.65 ± 0.49	1.22 ± 0.42
Age (years)	25~29	1.55 ± 0.54*	0.98 ± 0.80*	1.81 ± 0.65*	0.88 ± 0.90	1.31 ± 0.58
	30~34	1.67 ± 0.43*	0.92 ± 0.52*	1.66 ± 0.54*	0.84 ± 0.64	1.26 ± 0.42
	35~39	1.63 ± 0.45*	0.75 ± 0.44*	1.62 ± 0.52*	0.88 ± 0.56	1.23 ± 0.38
	40	0.48 ± 0.48*	0.72 ± 0.51*	1.46 ± 0.60*	0.79 ± 0.62	1.11 ± 0.46
Education	High shool	1.50 ± 0.51*	0.75 ± 0.55	1.38 ± 0.59*	0.78 ± 0.59	1.10 ± 0.48*
	Jr. college	1.71 ± 0.47*	0.87 ± 0.53	1.74 ± 0.55*	1.01 ± 0.60	1.33 ± 0.43*
	College	1.56 ± 0.45*	0.80 ± 0.52	1.61 ± 0.56*	0.80 ± 0.66	1.19 ± 0.43*
Monthly income (unit: 10,000won)	100~200	1.61 ± 0.50	0.90 ± 0.61	1.66 ± 0.59*	0.93 ± 0.70	1.27 ± 0.50
	200~300	1.60 ± 0.44	0.81 ± 0.51	1.64 ± 0.55*	0.86 ± 0.64	1.23 ± 0.42
	300	1.54 ± 0.51	0.73 ± 0.51	1.44 ± 0.58*	0.73 ± 0.56	1.11 ± 0.43
Marital status	Married	1.56 ± 0.47*	0.77 ± 0.49*	1.59 ± 0.57	0.85 ± 0.61	1.20 ± 0.43
	Single	1.75 ± 0.45*	1.04 ± 0.71*	1.66 ± 0.57	0.73 ± 0.81	1.29 ± 0.52
Religion	Yes	1.53 ± 0.50	0.74 ± 0.52	1.54 ± 0.58	0.77 ± 0.60	1.15 ± 0.45*
	No	1.62 ± 0.44	0.86 ± 0.54	1.65 ± 0.56	0.89 ± 0.67	1.26 ± 0.43*
Job type	Administrative	1.60 ± 0.45	0.80 ± 0.56	1.58 ± 0.53	0.72 ± 0.58*	1.18 ± 0.42
	Technical	1.58 ± 0.48	0.81 ± 0.51	1.62 ± 0.60	0.92 ± 0.66*	1.23 ± 0.46
Job Position	Subordinator	1.57 ± 0.49	0.90 ± 0.64*	1.68 ± 0.62	0.89 ± 0.72	1.26 ± 0.50*
	Mid-level manager	1.63 ± 0.45	0.82 ± 0.45*	1.61 ± 0.52	0.87 ± 0.57	1.23 ± 0.38*
	Senior manager	1.51 ± 0.44	0.67 ± 0.51*	1.49 ± 0.59	0.72 ± 0.64	1.10 ± 0.45*
Shift work	Day time	1.57 ± 0.45	0.78 ± 0.54	1.59 ± 0.56	0.79 ± 0.64*	1.18 ± 0.43
	Shift work	1.64 ± 0.52	0.88 ± 0.50	1.64 ± 0.61	0.99 ± 0.62*	1.29 ± 0.47
Work duration (years)	5 >	1.56 ± 0.49	0.96 ± 0.71	1.69 ± 0.57	0.79 ± 0.74	1.25 ± 0.49
	5~9	1.68 ± 0.46	0.84 ± 0.51	1.68 ± 0.59	0.89 ± 0.68	1.27 ± 0.45
	10~14	1.58 ± 0.47	0.76 ± 0.45	1.57 ± 0.48	0.82 ± 0.50	1.18 ± 0.38
	15	1.48 ± 0.44	0.74 ± 0.53	1.48 ± 0.67	0.83 ± 0.71	1.13 ± 0.50
Former job	None	1.59 ± 0.46	0.84 ± 0.53	1.64 ± 0.59	0.84 ± 0.66	1.23 ± 0.45
	Once	1.55 ± 0.46	0.78 ± 0.54	1.60 ± 0.56	0.87 ± 0.60	1.20 ± 0.43
	More than once	1.67 ± 0.51	0.79 ± 0.52	1.53 ± 0.58	0.82 ± 0.67	1.20 ± 0.46

* : p-value 0.05

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Table 5. Multiple regression analysis for the effect of restructuring to psychosocial well-being

	Social performance and self-confidence		Depression		Sleeping disturbance and anxiety		General well-being and vitality		Total	
	p-value	p-value	p-value	p-value	p-value	p-value	p-value	p-value	p-value	
Insecurity recognition	0.265	0.000	0.246	0.000	0.166	0.009	0.246	0.000	0.286	0.000
Necessity recognition	0.034	0.574	-0.042	0.492	-0.016	0.791	-0.173	0.004	-0.071	0.230
Competency recognition	-0.134	0.032	-0.036	0.559	-0.164	0.011	-0.072	0.242	-0.125	0.041
Model R ²	0.148***		0.124***		0.114***		0.171***		0.180***	

***p 0.001

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