

# The Effect of Job Characteristics of Life Managers for Elderly People Living Alone on Quality of Life

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## Abstract

*This study aims to investigate the effect of job characteristics of life managers for elderly people living alone on quality of life. The study was conducted on 180 life managers for elderly people living alone in Daegu Metropolitan City. Frequency, reliability, and correlation analyses were performed using the SPSS 22.0 program. Multiple regression analysis was performed on causality between variables. The results of this study were as follows: First, among the sub-factors of job characteristics of life managers for elderly people living alone, job diversity and job autonomy factors had significant effects on the physical quality of life. Second, it was confirmed that only the job autonomy factor had a significant influence on the mental quality of life among sub-factors of perceived job characteristics. Third, among the sub-factors of perceived job characteristics of life managers for elderly people living alone, job diversity and job autonomy factors have significant effects on socio-economic quality of life. This study is expected to be essential data for establishing a better working environment to improve the quality of life managers for elderly people living alone.*

**Keywords:** *Elderly people living alone, Life managers for elderly people living alone, Job characteristics, Quality of life*

## 1. Introduction

### 1.1. The need for research

The transition to an aging society has begun to emphasize the roles and responsibilities of the nation in elderly care, and social care services have emerged. In addition, elderly people are exposed to suicide because of solitude and depression due to economic weakness, role loss, and health problems. As the family is differentiated, the unity of the family is decreased, and the number of the elderly living alone is increasing due to the death of their spouse or economic reasons [1]. The elderly living alone have been reported to have lower health status,

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depression, and lower quality of life than elderly people living with family members [2]. The elderly living alone with these difficulties have a possibility that the health problems they experience in everyday life become more severe and, therefore, social measures are required.

Therefore, the national or municipal governments are carrying out primary care services for the elderly to make them live alone and take protective measures such as visiting medical care services and safety confirmation services (Article 27-2 of the Elderly Welfare Act). The life managers for elderly people living alone are the primary workforce of this project, and their main job is to provide emotional support to elderly people living alone through phone calls twice a week and weekly visits [3]. Nonetheless, life managers for the elderly living alone are more likely to experience stress due to poor working environment, role conflict, and low social cognition when compared with other occupational workers [4].

In general, the psychological capital of the service provider has a positive effect on providing high-quality service to the elderly living alone, which is an essential factor in service quality. Based on these findings, it is necessary to find ways to improve the psychological capital of life managers for the elderly living alone to provide better quality service to the elderly living alone. This is because the psychological capital of life managers for the elderly living alone is a positive factor for job satisfaction, whereas it is a negative factor for job stress [5]. The most essential variable in the service of medical care is the direct quality of life. In the relationship between internal behavior and service quality of caregivers, it was confirmed that there is a negative correlation between static correlation and surface behavior and service quality [6]. In addition, there was a positive correlation between service quality and job attitude of home care nursing home caregivers, and it was found that job attitude had a significant mediating effect on the relationship between organizational environment factors and service quality [7].

On the other hand, previous studies have shown that the job environment of caregivers is a factor affecting job exhaustion, job stress, and job satisfaction [8].

The results of this study suggest that there is a need to study the effects of job characteristics on the quality of life managers for elderly people living alone. Therefore, this study aims to provide essential data for the stress and exhaustion prevention of life managers for elderly people living alone by clarifying the influence of job characteristics on the quality of life.

## **1.2. Research objectives**

This study aims to analyze the effect of the job characteristics of life managers for elderly people living alone on quality of life. The research questions are as follows.

First, what is the effect of job characteristics of life managers for elderly people living alone on the physical quality of life?

Second, what is the effect of job characteristics of life managers for elderly people living alone on the mental quality of life?

Third, what is the effect of job characteristics of life managers for elderly people living alone on socio-economic quality of life?

## **2. Research methods and results**

### **2.1. Reliability of significant variables**

As a result of the reliability test of each variable used in this study, the reliability of job diversity was .726, job identity was .692, job importance was .672, and job autonomy

was .755 total reliability. The reliability of the quality of life was found to be as follows: physical quality of life .867, mental quality of life .833, socio-economic quality of life .810, total reliability .886. The results of the reliability analysis are shown in [Table 1].

Table 1. Reliability of major variables

Category		Question Number	Cronbach's $\alpha$	
Job Characteristics	Job Variety	3	.726	.743
	Job Identity	3	.692	
	Job Importance	3	.672	
	Job Autonomy	3	.755	
Quality of Life	Physical Quality of Life	5	.867	.886
	Mental Quality of Life	5	.833	
	Socio-economic Quality of Life	5	.810	

## 2.2. Demographic characteristics

[Table 2] shows the demographic characteristics of the elderly living in careers that are living alone. The sex was 180 women (100.0%). The age of the patients in their 50s or older is 129 (71.7%), larger than that of patients in their 40s or older (28.3%). Regarding married status, 178 (98.9%) and 68 were unmarried. Religious-people are 112 (62.2%), and non-religious people are 68 (37.8%). In the working experience, 59 (32.8%) of the respondents were found to have the most than one year and less than two years.

## 2.3. Technical statistics on key variables

[Table 3] shows the descriptive statistics results on this study's main variables. Job importance ( $M = 3.80$ ) was the highest, and job identity ( $M = 3.65$ ), job autonomy ( $M = 3.62$ ), and job diversity ( $M = 3.44$ ) were all above average. For sub-factors of quality of life, the quality of mental life ( $M = 3.78$ ) was the highest, and both physical ( $M = 3.68$ ) and socio-economic ( $M = 3.63$ ) quality of life are above average.

## 2.4. Correlation between key variables

As a result of examining the relationship between job characteristics and the quality of life of the elderly living careers alone, the sub-factors of job characteristics, such as job diversity and job identity ( $r = .547, p < .01$ ), job identity, and job importance ( $r = .611, p < .01$ ), physical and mental quality of life ( $r = .680, p < .01$ ) showed a somewhat higher positive correlation. On the other hand, the quality of life and socio-economic quality of life ( $r = .720, p < .01$ ), mental quality of life, and socio-economic quality of life ( $r = .768, p < .01$ ) showed a high positive correlation. The correlation analysis results between the study subjects' main variables are shown in [Table 4].

Table 2. Demographic characteristics

Category		Total (N=180)	
		Frequency	Percentage (%)
Gender	Male	0	0.0
	Female	180	100.0
Age	Below the 40s	51	28.3
	Over the 50s	129	71.7
Marital Status	Single	2	1.1
	Married	178	98.9
Religion	Religious	112	62.2
	Non-religious	68	37.8
Work Experience	Between 1-2 years	59	32.8
	Between 2-4 years	24	13.3
	Between 4-6 years	58	32.2
	Between 6-8 years	14	7.8
	Over eight years	25	13.9

Table 3. Technical statistics on key variables

Category		N	Minimum Value	Maximum Value	M	SD
Job Characteristics	Job Variety	180	1.00	4.33	3.44	.54
	Job Identity	180	2.00	5.00	3.65	.55
	Job Importance	180	1.00	5.00	3.80	.54
	Job Autonomy	180	2.00	5.00	3.62	.65
Quality of Life	Physical	180	2.00	5.00	3.68	.50
	Mental	180	2.00	5.00	3.78	.52
	Socio-economic	180	2.00	5.00	3.63	.57

**2.5. The effect of job characteristics of life managers for elderly people living alone on the physical quality of life**

[Table 5] examines the effects of job characteristics of living alone with elderly caregivers on the physical quality of life. Multiple regression analysis was performed to investigate the impact of job characteristics on the physical quality of life. As a result, the R2 square value, which means the explanatory power of job characteristics on the physical quality of life, is .103, which shows the regression model to be 10.3% of the total variation. The variance analysis of the model showed that the estimated regression model ( $F = 5.003, p < .000$ ) was

statistically significant. Regarding sub-factors, job autonomy ( $\beta = .149, p < .05$ ) significantly influenced the physical quality of life. This implies that the higher the factor of job autonomy, the higher the quality of physical life.

Table 4. Correlation between key variables

Category		Job Characteristics				Quality of Life		
		Variety	Identity	Importance	Autonomy	Physical	Mental	Socio-economic
Job Characteristics	Job Variety	1						
	Job Identity	.547**	1					
	Job Importance	.359**	.611**	1				
	Job Autonomy	.229**	.474**	.358**	1			
Quality of Life	Physical	.227**	.276**	.242**	.254**	1		
	Mental	.295**	.303**	.339**	.297**	.680**	1	
	Socioeconomic	.315**	.296**	.271**	.229**	.720**	.768**	1

\* $p < .05$ , \*\* $p < .01$

Table 5. The effect of job characteristics of life managers for elderly people living alone on the physical quality of life

Dependent Variable	Independent Variable	Non-standardization		Standardization Factor	t	p	Tolerance limit
		B	Standard Error	$\beta$			
Physical Quality of Life	Constant	2.473	.315		7.861***	.000	
	Job Variety	-.029	.081	-.030	-.354	.724	.698
	Job Identity	.146	.098	.160	1.492	.138	.448
	Job Importance	.095	.085	.102	1.118	.265	.619
	Job Autonomy	.115	.063	.149	1.819*	.021	.766

$R^2 = .103$ , Modified  $R^2 = .082$ ,  $F = 5.003$ ,  $P = .000$ , Durbin-Watson = 1.593  
 \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$

## 2.6. The effect of job characteristics of life managers for elderly people living alone on socio-economic quality of life

The impact of job characteristics of living alone elderly people on the mental quality of life is shown in [Table 6]. The  $R^2$  value, which indicates the explanatory power of job characteristics on the quality of mental life, is .161, which shows the regression model as 16.1% of the total variation. The variance analysis of the model showed that the estimated regression model ( $F = 8.405, p < .000$ ) was statistically significant. In terms of the sub-factors of job characteristics, job importance ( $\beta = -.231, p < .05$ ) and job autonomy ( $\beta = .174, p < .05$ ) appear. This means that the higher the job importance factor and autonomy factor, the higher the quality of mental life.

**2.7. The effect of job characteristics on the socio-economic quality of life of elderly living caregivers**

The effects of the job characteristics of the elderly living careers on the socio-economic quality of life are shown in [Table 7]. As a result, the R2 value, the explanatory power of job characteristics on socio-economic quality of life, is .112, which accounts for 11.2% of the total variation. The variance analysis of the model showed that the estimated regression model ( $F = 5.498, p < .000$ ) was statistically significant. Job identity ( $\beta = -.201, p < .05$ ) was found to have a considerable influence on the socio-economic quality of life. This implies that socio-economic quality of life is higher as the factor of job identity among sub-factors of job characteristics of elderly living careers living alone.

Table 6. The effect of job characteristics of life managers for elderly people living alone on socio-economic quality of life

Dependent Variable	Independent Variable	Non-standardization Factor		Standardization Factor	t	p	Tolerance limit
		B	Standard Error	$\beta$			
Socio-economic Quality of Life	Constant	2.252	.355		6.354***	.000	
	Job Variety	-.071	.091	-.067	-.781	.436	.698
	Job Identity	.208	.110	.201	1.891*	.040	.448
	Job Importance	.143	.096	.136	1.497	.136	.619
	Job Autonomy	.088	.071	.101	1.236	.218	.766

$R^2=.112, \text{ Modified } R^2=.091$   
 $F=5.498, P=.000, \text{ Durbin-Watson}=1.580$   
 $*p<.05, **p<.01, ***p<.001$

**4. Conclusion**

This study aimed to analyze the effects of job characteristics of life managers for elderly people living alone on quality of life. The following discussion is based on the results of the analysis.

First, among the sub-factors of job characteristics perceived by life managers for elderly people living alone, the job autonomy factor showed a significant influence on the physical quality of life.

Second, among the sub-factors of job characteristics perceived by life managers for elderly people living alone, job importance and job autonomy factors have a significant influence on the mental quality of life.

Third, among the sub-factors of job characteristics perceived by life managers for elderly people living alone, the job identity factor had a significant influence on the socio-economic quality of life.

Table 7. The effect of job characteristics on the socio-economic quality of life of elderly living caregivers

Dependent variable	Independent variable	Non-standardization factor		Standardization factor	t	p	Tolerance Limit
		B	Standard error	$\beta$			
Socio-economic Quality of life	Constant	2.252	.355		6.354***	.000	
	Job Variety	-.071	.091	-.067	-.781	.436	.698
	Job identity	.208	.110	.201	1.891*	.040	.448
	Job Importance	.143	.096	.136	1.497	.136	.619
	Job autonomy	.088	.071	.101	1.236	.218	.766

$R^2=.112$ , Modified  $R^2=.091$

$F=5.498$ ,  $P=.000$ , Durbin-Watson=1.580

\* $p<.05$ , \*\* $p<.01$ , \*\*\* $p<.001$

As discussed above, the need for life managers for elderly people living alone is increasing to provide for the elderly living alone. Therefore, in this study, it is meaningful to investigate the relationship between job characteristics and quality of life perceived by the life managers for elderly people living alone. Based on the results of this study, it is necessary to develop a program that can improve job characteristics and quality of life managers for elderly people living alone. In the future, in-depth research is needed on the satisfaction of life managers for the elderly living alone.

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