ISSN (Print) : 0974-6846
ISSN (Online) : 0974-5645
Indian Journal of Science and Technology, *Vol 8(S1), 283-292, January 2015* 10.17485/ijst/2015/v8iS1/59259

A Study on the Subjectivity about RN-BSN (Registered Nurse-Bachelor Science of Nursing) Student's Resilience

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Abstract

Background/Objectives: This research studied students in RN-BSN to look at their subjectivity on resilience types through the subjectivity methodology (Q-methodology) and explain the characteristics of resilience. **Methods/Statistical analysis:** For the Q population, 12 nursing students at a university located in D city were selected, and an in-depth interview and literature review were used to select 34 Q samples for Q-sort. P-sample was made with 43 RN-BSN and Q-sort was performed on a 9-point scale according to their subjective agreement. The analysis by PC-QUNAL program resulted in four types. **Results:** The result of this study showed 57.33% of total variance, with 25 people(58.14%) of Type 1, positive self-satisfaction, 10 (23.26% of Type 2, situation-overcoming problem-solving, and 9(20.93%) of Type 3, self-determination. **Conclusion/Application:** As the result of this study suggests, based on classification of resilience of nursing students, intervention program for nursing students will need to be developed and different, individualised intervention strategies provided.

Keywords: Q-methodology, Resilience, RN-BSN, Student, Subjectivity

1. Introduction

As the modern society becomes highly industrialised, specialized and informatized, the concept on many people's values and health are changing and demands on hospitals are becoming diverse. In addition, diversified social trends, rapid changes of family concept, improvement on the awareness of public rights and the increase of demands to the inside and outside of hospitals for providing qualitative medical service are demanding changes to the institutions that manages this and the expansion of function and role of nurses. Especially, the improvement of education level and the development of socio-economic brought the increase of demand for nursing of the subjects, and as the previous nursing concept was shifted from focusing on diseases to holistic nursing concept, securing of an experienced nursing staff for the provision of quality care is an inevitable situation. As such, according to the increase of health demands due to the improvement of education level, development of socio-economic and situation of having increased demand for high quality nursing care of the subjects, in order to meet this, the nursing field has become increasingly subdivided and specialised. Therefore the demand on the professional education for nurses to function as nursing professionals having knowledge and skills are increasing. In order to meet the needs of time and for nurses to acquire the knowledge and skills as a professional after graduating from 3 year nursing college, a continued education through the completion of major intensive

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course and RN-BSN was required. The RN-BSN is a part of the unified nursing education system of South Korea. Under the scheme, nurses who graduated from a 3-year nursing college, are allowed the win a bachelor's degree. It is a specialized education continuance enriching their professional knowledge and skills. RN-BSN students are adult learners with higher average ages, diverse previous examinations as a nurse, and enthusiasm for learning and self-realization. They also face complicated roles in office, home, school, etc. A majority of RN-BSN students are working in the field of clinical practice. It has been reported that the job of nurse has more stress and fatigue than other jobs due to excessive workload, different working conditions, restricted autonomy, conflicts with peer nurses or other medical staff, lack of promotion opportunities, etc[1].

As more interest has been paid on individual differences on such extreme stresses and stress reactions, the idea of resilience has emerged from the view that depending upon individuals' strengths and capabilities, they can overcome different conditions and perform accordingly[2].

Recently, as the interest on the individual differences according to such stress and stress responses becomes higher, the concept that came from the aspects of being able to overcome the difficulties and performing adaptive function is resilience[3].

Resilience is a characteristic that change according to the time in the interaction between the individual and environment each time when the developmental integration occurs throughout the course of life[4]. Block and Block[5] as the concept of resilience, the character that allows the prophecy on a wide range of actions in the dynamic theory of mind, in other words, for changing situation especially, they have proposed the 'tendency' that react flexibly in the stressful situation without the rigidity. The people can overcome the adversity or fall in maladaptive state when faced with large and small environmental crisis in everyday life which is enough to threaten the well-being of individuals, but here, the individuals with high resilience have the ability to control the level of tension and patience to be increased or decreased depending on the circumstances and can adapt successfully by responding flexibly[6]. Thus, it is emphasizing that the healthy adaptation to the stressful situation has a relationship with the use of coping methods[7]. Domestic and international studies on the resilience[8-12] were mainly made focusing on the youth, families that include cancer patients and chronic illness and nursing students, and it is almost difficult to find a study focusing on the nurses who have completed the Bachelor Science of Nursing. Therefore, this study has attempted to understand the nurses who are completing the Bachelor Science of Nursing and to propose the basic data for the program development by typifying the subjective perception of resilience on the nurses who have completed the RN-BSN and by performing in-depth analysis.

2. Methodology

In this study, the subjectivity methodology (Q-methodology) was employed to examine the resilience types of RN-BSN students. Thirty-four sets of statement from the subjectivity sample (P sample) consisted of 43 RN-BSN students were grouped through the subjectivity classification (Q classification). The strongest opposition received 1 point; neutral, 5 points; and the strongest consent, 9 points. The PC QUANL program was employed for their analysis.

2.1 Sampling Method

2.1.1 Structure of Subjectivity population (Q population)

The subjectivity population (Q population) was extracted from 12 students in the Department of Nursing Science located in D Metropolitan City through the literature review and in-depth interviews. And the statement related to resilience was extracted through the previous studies, literatures and in-depth interviews. The data extracted through such process was organised by each item so that statements are not overlapping. A total of 68 statements thought to be resilience through multiple reviews were extracted and the subjectivity population (Q population) for selecting subjectivity sample (Q sample) was completed.

2.1.2 Configuration of Subjectivity sample (Q sample)

The subjectivity population (Q population) of this study was configured with something that is self-referential which can express the opinions of respondents including feelings on resilience, opinions and values. While repeatedly reading the subjectivity population (Q population) related to resilience, the statements thought to have a common meaning and value were categorised

by subject. Through this process, the final 34 statements were selected as the subjectivity sample (Q sample) by choosing the statements considered being the most representing. The 34 statements selected here were configured to include the entire opinions and balance the positive, neutral and negative.

2.1.3 Selection of Subjectivity sample (P sample)

In subjectivity methodology (Q methodology), since the people becomes the variables unlike the quantitative study, the subjectivity sample (P sample) was randomly extracted considering the small sample theory that when the subjectivity sample (P sample) becomes larger many people becomes concentrated in one factor showing unclear characteristics (Kim, 2008). This study has targeted 44 nurses as the study subjects who are completing the RN-BSN course of H University located in Seoul by notifying the purpose and methods of the study and after receiving the signed consent to participate in the study.

2.1.4 Subjectivity Sample (Q Sample) Classification and Data Analysis Methods

After obtaining the consent by explaining the purpose and methods of the study to the respondents who are the subjectivity sample (P sample), the 34 statements, in other words, the card printed with subjectivity sample (Q sample) was passed out for the respondents to read its contents and to check the status on questionable and incomprehensible items and the respondents were ordered to complete the questionnaire in order to identify the demographic characteristics. For the procedure of subjectivity classification (Q classification), the respondents after reading each card having the statement selected as subjectivity sample (Q sample) and after classifying it as the most positive (agree) (+), neutral (0) and the most negative (do not agree) (-), it was made to be forcibly distributed on the 9-point scale according to the principles of subjectivity methodology (Q methodology) in order to be closer to the normal distribution (Figure 1). For the method of data analysis, the data obtained through subjectivity classification (Q classification) on 34 questions of subjectivity sample(P sample) from 43 people were applied with scoring of 1 point for the most negative, 5 points for neutral and 9 points for the most positive and entered into the computer after coding. The subjectivity classification (Q classification) was processed using the PC QUANL program and the type determined with Eigenvalue of 1.0 or higher was selected in order to have the most ideal determination and the Z-score was used in order to select an appropriate item.

3. Findings

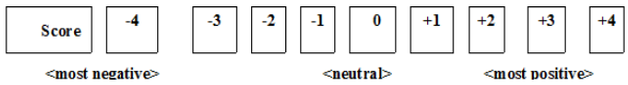

Figure 1. Subjectivity sorting (Q sorting) distribution diagram.

3.1 Test Result

The significance of resilience in RN-BSN students was treated through the subjectivity factor (Q factor) analysis. As a result, 3 subjectivity types were found. Of the 43 total participants, 25 were found to be the type 1; 10, type 2; and 9, type 3. Each type-specific factor added values and variables were analyzed. The variable rate of the type 1 was 46.76%; type 2, 6.31%; and type 3, 4.27%.

Table 1. Eigen value and variances, cumulative variance

	Type 1	Type 2	Type 3
Eigen Value	20.5747	2.7745	1.8773
Variance	.4676	.0631	.0427
Cumulative Variance	.4676	.5307	.5733

The correlation between the types 1 and 2 was .649; 1 and 3, .705; and 2 and 3, .629, indicating the correlation between the types 1 and 3 was higher than others.

Table 2. Correlation between Types

	Type 1	Type 2	Type 3
Type 1	1.000		
Type 2	.649	1.000	
Type 3	.705	.629	1.000

In this study, each type was analyzed by mainly looking at participants with at least 1.00 factor weighted value. In the subjectivity sort (Q-sort) process, the subjective structure of resilience was identified and each type trait were interpreted based on the reasons of choosing both extreme ends (the strongest consent and denial) and those with large gaps in standard scores when comparing specific items with those of other types. Accordingly, each type was named as follows:

The type 1 is a positive self-contentment type with 25 participants (58.14%); type 2, situation-overcoming

problem-solving type with 10 participants (23.26%), type 3, self-reliance type with 9 people (20.93%).

3.1.1 Formation of Subjectivity Type (Q type)

Among the entire study subjects, those who belonged to type 1 was 25 people, those who belonged to type 2 was 10 people and those who belonged to type 3 was 9 people. For the person with higher weighting factor within each type, such type is represented by typical or ideal person belonging to that type. Those who have the weighting factor of 1.0 or higher was 12 people for the type 1, 6 people for the type 2 and 3 people for the type 3 (Table 1). As a result of analysis on the weighting factor and variates of each type, after performing the factor analysis on the 3 types of subjectivity samples (Q samples), the entire variates were explaining 57.33% and the explanatory power of each type was 46.76% for the type 1, 6.31% for the type 2 and 4.27% for the type 3 (Table 2). In addition, the correlation between each type is showing the degree of similarity between each type and same as the Table 3 As a result of analysis, the correlation coefficient of the type 1 and 3 was shown as .705 which was a slightly higher correlation than the other types.

3.1.2 Characteristics by Type of Resilience

Among the questions which have chosen the most affirming and denying items in each type, the characteristics by type focusing on the items having the Z-score of ±1.00 was described and in order to identify the characteristics of subjects by type in detail, an individual in-depth interviews were conducted.

3.1.3 Type 1: Positive Self-satisfying Type

Table 3. General characteristics and weight factor of subjectivity sample (P-sample)

Type	Subjects	Weighting Factor	Age	Gender	Religion	Health Problems	Stress	Transfer Motives into Nursing
1	17	1.5658	32	Female	None	Yes	Yes	Self development
	33	1.5552	28	Female	Christian	No	Yes	Self development
	40	1.4836	29	Female	Catholic	No	Yes	Enter advanced courses
	42	1.3011	28	Female	Christian	No	No	Enter advanced courses
	5	1.2020	28	Female	None	No	No	Employment
	43	1.1918	28	Female	Christian	No	Yes	Self development
	32	1.1785	30	Female	Buddhism	No	Yes	Enter advanced courses
	34	1.1731	25	Female	Buddhism	Yes	No	Enter advanced courses
	31	1.0527	27	Female	None	No	Yes	Enter advanced courses
	23	1.0487	26	Female	None	No	Yes	Enter advanced courses
	19	1.0358	28	Female	None	No	Yes	Employment
	11	1.0056	31	Female	Christian	No	Yes	Enter advanced courses
	26	.9954	29	Female	Christian	No	Yes	Enter advanced courses
	25	.9035	35	Female	Christian	No	Yes	Enter advanced courses
	44	.8620	29	Male	Christian	No	Yes	Self development
	15	.8518	37	Female	Christian	Yes	Yes	Promotion
	30	.7972	30	Female	None	Yes	Yes	Enter advanced courses
	20	.7801	43	Female	Buddhism	No	No	Overcome inferiority
	39	.7768	25	Female	Catholic	No	Yes	Enter advanced courses
	27	.7634	28	Female	Christian	No	Yes	De-mannerisms
	28	.7175	27	Female	None	No	Yes	Promotion
	38	.6966	35	Female	Christian	No	Yes	Enter advanced courses
	10	.5389	30	Female	None	No	No	No reason
	35	.5340	27	Female	None	No	Yes	Self development
	29	.5007	36	Female	Catholic	No	Yes	Eliminate stress

2	9	1.6768	31	Female	None	No	Yes	Enter advanced courses
	37	1.6231	33	Female	Buddhism	Yes	Yes	Enter advanced courses
	18	1.5356	34	Female	Buddhism	No	No	Enter advanced courses
	21	1.5161	33	Female	Christian	Yes	Yes	Enter advanced courses
	41	1.1849	28	Female	Christian	No	Yes	Solve educational background complex
								Enter advanced courses
	24	1.0044	27	Female	Christian	No	Yes	Enter advanced courses
	8	.8024	30	Female	Catholic	No	Yes	Employment
	12	.6279	28	Female	Christian	No	Yes	Enter advanced courses
	14	.6066	32	Female	Buddhism	No	Yes	Promotion
	6	.5119	32	Female	Catholic	No	Yes	
3	7	2.3000	29	Female	Catholic	No	Yes	Occupation
	4	1.7808	27	Female	Catholic	Yes	Yes	Enter advanced courses
	36	1.3369	30	Female	Christian	No	Yes	Goal achievement
	16	.7865	33	Female	Catholic	No	Yes	Social prejudice, prepare for future
								Enter advanced courses
	22	.6919	24	Female	Buddhism	No	Yes	Enter advanced courses
	3	.6833	26	Female	Catholic	No	Yes	Enter advanced courses
	2	.6755	31	Female	Buddhism	No	Yes	Self satisfaction
	1	.4831	29	Female	None	No	Yes	Enter advanced courses
	13	.3508	30	Female	None	No	Yes	

The type 1 was classified into 25 people among the total 43 subjects and accounted for 46.7% of entire variates. When analysing this type, the positive statements were "I feel pride in what I have accomplished", "I have a meaningful life", "I like myself" and "I believe in myself so I can get through a difficult time", but on the other hand, the negative statements were "I hate myself", "I give up immediately when faced with difficulties", "I usually cannot find the work that I can laugh", "I have unclear purpose in life", "I am not interested in the importance and meaning of some work", "I have a weak willpower" and "I solve the problems in difficult way" (Table 4). When describing the contents of face-to-face and observation in detail focusing on the members with high weighting factor of type 1 is as follows. The subject number 17 (weighting factor of 1.5658) who represents the type 1 is 32 years old, have no religion, transferred to the Department of Nursing Science for self-development, currently have a stress and felt that she had subjective health problems. When looking at the subjective statement of this subject, she said "when I am working or taking classes, I feel the sense of achievement when I am able to solve some problems, receive good evaluation or safely complete the class presentation, where in such cases, I have a positive mind towards myself", "I believe in myself so I can get through a difficult time. During the difficult times, I sometimes have the feeling of giving up on everything, but I would change my mind thinking that I can solve this by believing in myself, and as a result, I am who I am now."

The subject number 33 (weighting factor of 1.5552) who is 32 years old have responded that motives for transfer is self-development, currently have a stress and felt that she had no subjective health problems. This subject was thinking that "I think my job as a nurse feels rewarding in the sense of service and care with greater pride being felt by seeing the condition of the patient being mitigated through nursing intervention, in which it provides new strength" and "I think providing meaning and motivation to life is the driving force behind the feeling of happiness and having interest and challenge towards new things. If the life is meaningless, it would be pessimistic life with frustration and depression without gratitude and a sense of accomplishment."

Table 4. Statement of the 1st type and standard score (±1.00 or more)

No.	Q Statements	Z-Score
6	I feel pride in what I have accomplished.	1.92
21	I have a meaningful life.	1.72
29	I like myself.	1.50
34	I believe in myself so I can get through a difficult time.	1.33
28	I hate myself.	-2.16
3	I give up immediately when faced with difficulties.	-1.64
17	I usually cannot find the work that I can laugh.	-1.48
22	I have unclear purpose in life.	-1.46
32	I am not interested in the importance and meaning of some work.	-1.43
11	I have a weak willpower.	-1.32
8	I solve the problems in difficult way.	-1.02

When looking at the above results in general, the subjects of type 1 was configured with the most subjects(58.14%) compared to the other types and the average age of this type was 30.04 years and shown to be higher than the average age of 29.87 years. 20%(5 people) of subjects of this type have responded that they had no stress and included more subjects who have responded of having no stress among the entire types. In addition, 16%(4 people) of subjects have responded to have health problems. Also among the entire types, only this type have shown 25%(5 people) of respondents responding that the motives for transfer was self-development. When seeing these results, the type 1 positively copes with the situation for self satisfaction even in difficult situations, always trying to find the meaning and motivation of life within their own situation, always having interest and challenge towards new things and trying to find something worthwhile. In this regard, the type 1 was named "positive self-satisfying type."

3.1.4 Type 2 : Situation Overcoming Problem Solving Type

The type 2 was classified into 10 people among the total 43 subjects and accounted for 6.31% of entire variates. When analysing this type, the positive statements were "having a continuous interest on some work is important to me", "I feel pride in what I have accomplished", "If I have to, I can do it on my own", "I tend to put off the work", "I have a meaningful life", "I usually find some way to complete the work" and "sometimes I am forced to do something whether I want it or not" but on the other hand, the negative statements were "I tend to finish the work on the same day", "I give up immediately when faced with difficulties", "I usually cannot find the work that I can laugh", "I am not interested in the importance and meaning of some work", "I have unclear purpose in life", "I hate myself" and "I do not care even if someone dislike me" (Table 5).

When describing the contents of face-to-face and observation in detail focusing on the members with high weighting factor of type 2 is as follows. The subject number 9 (weighting factor of 1.6768) who represents the type 2 is 31 years old, have no

Table 5. Statement of the 2nd type and standard score (±1.00 or more)

No.	Q Statements	Z-Score
4	Having a continuous interest on some work is important to me.	1.74
6	I feel pride in what I have accomplished.	1.55
5	If I have to, I can do it on my own.	1.54
13	I tend to put off the work.	1.40
21	I have a meaningful life.	1.34
2	I usually find some way to complete the work.	1.19
33	Sometimes I am forced to do something whether I want it or not.	1.01
12	I tend to finish the work on the same day.	-1.57
3	I give up immediately when faced with difficulties.	-1.50
17	I usually cannot find the work that I can laugh.	-1.43
32	I am not interested in the importance and meaning of some work.	-1.43
22	I have unclear purpose in life.	-1.24
28	I hate myself.	-1.24
25	I do not care even if someone dislike me.	-1.00

religion, transferred to the Department of Nursing Science to enter advanced courses, currently have a stress and felt that she had no subjective health problems. When looking at the subjective statement of this subject, she said "I have a weak willpower. After setting the plans, I have never fulfilled the plans ever since I was little. I cannot stand being tired so I just give up when I am tired", "I usually put off the work and ends up finishing it at the last moment. I think this is also due to a lack of willpower."

The subject number 37 (weighting factor of 1.6231) who is 33 years old hase responded that motives for transfer is to enter advanced courses, currently has stress and felt that she had no subjective health problems. This subject was thinking that "Having an interest on something is important to me. Since I tend to get easily tired and bored, I try intentionally to feel the interest on any aspect of the work" and "whether I want it or not, I am forced to do the work and this is the majority of my life at work. I think of doing the rotation or administrative work only when given and it is rare thinking about the personal preference for clinical practice... so I tend to do the work forcefully." When looking at the above results in general, the average age of subjects of type 2 was the highest with 30.8 years and 70% (7 people) of the respondents had the motives for transferring into Department of Nursing Science for entering advanced courses. 10% (1 person) of this type had no stress and 90% were shown to have the stress. When seeing these results, the type 2 have forced themselves to solve the given work by deliberately having interest in order to somehow overcome the difficult situation. In this regard, the type 2 was named "situation overcoming problem solving type."

3.1.5 Type 3 : Self Dependent Type

Table 6. Statement of the 3rd type and standard score (±1.00 or more)

No.	Q Statements	Z-Score
4	Having a continuous interest on some work is important to me	2.09
6	I feel pride in what I have accomplished	1.74
26	I tend to depend on myself than I do to others	1.70
2	I usually find some way to complete the work	1.19
3	I give up immediately when faced with difficulties	-2.26
32	I am not interested in the importance and meaning of some work	-1.88
27	I tend to depend on others a lot	-1.48
8	I have difficulties in solving problems	-1.17
20	When I am faced with a problem I cannot see anything else	-1.16
17	I usually cannot find the work that I can laugh	-1.15
11	I have a weak willpower	-1.08
12	I tend to finish the work on the same day	-1.00

The type 3 was classified into 9 people among the total 43 subjects and had the lowest ratio and accounted for 6.31% of entire varietes.

When analysing this type, the positive statements were "having a continuous interest on some work is important to me", "I feel pride in what I have accomplished", "I tend to depend on myself than I do to others" and "I usually find some way to complete the work" but on the other hand, the negative statements were "I give up immediately when faced with difficulties", "I am not interested in the importance and meaning of some work

I tend to depend on others a lot", "I have difficulties in solving problems", "when I am faced with a problem I cannot see anything else", "I usually cannot find the work that I can laugh", "I have a weak willpower" and "I tend to finish the work on the same day" (Table 6).

When describing the contents of face-to-face and observation in detail focusing on the members with high weighting factor of type 3 is as follows.

The subject number 7 (weighting factor of 2.3000) who represents the type 3 is 29 years old, have Catholic as a religion, transferred to the Department of Nursing Science for occupation, currently have a stress and felt that she had no subjective health problems.

When looking at the subjective statement of this subject, she said "I tend to depend on myself more than I do to others. It is because I like to solve the problems on my own rather than seeking help from the others" and "I generally have no confidence but I gain confidence by accomplishing some work."

The subject number 4 (weighting factor of 1.7808) who is 27 years old have responded that motives for transfer is to enter advanced courses, currently have a stress and felt that she had subjective health problems. This subjects was thinking that "even if the work is thought to be helpful and necessary, if I am not interested I tend to get easily tired and give up, so it is important for me to have continuous interest on some work" and "by feeling the pride I have satisfaction on myself and tries harder to acquire such satisfaction and pride."

When looking at the above results in general, the average age of subjects of type 3 was the lowest with 28.78 years and 55.56%(5 people) of the respondents had the motives for transferring into the Department of Nursing Science for entering advanced courses with the highest ratio. This was the only type among the three types that responded of having a stress for all subjects.

When seeing these results, the type 3 have tried to acquire satisfaction and pride by solving the problems on their own in difficult situations and tried to solve the difficult work with interest. In this regard, the type 3 was named "self dependent type."

4. Discussion

This study was conducted in an attempt to identify the subjective structure of resilience on nurses who have completed the RN-BSN course by performing an in-depth analysis and to understand the nurses who are completing the RN-BSN course and to provide a theoretical basis. The previous studies have focused on the factors that influence the job satisfaction and stress of nurses and proposed the mediating direction for reducing this but even those mediating methods are not presented in details[13-16]. Moreover, a study on the stress of nurses who have completed the RN-BSN course is very insignificant. With an improvement of medical level and the increase in the demand of medical consumers, the role of nurses are becoming increasingly subdivided and specialised. According to the report on a study that indicates identifying and improving the strengths of nurses bring more positive effect on adaptation rather than mediation of reducing the factors of stress to the nurses who require adaptation in complex and diverse work situations, the emerging concept was the resilience and this is considered to influence the adaptation of nurses by providing the source of positive adaptation. However, a conceptual definition of resilience is diverse and studies in various aspects have been conducted[17]. This is said to be contributed by the resilience appearing in diverse and unique forms by fusing with personal belief system placed in a crisis situation. Therefore, this study has a significance of classifying the types of resilience on the nurses who have completed the RN-BSN course and for providing the basis of understanding.

The resilience on the nurses who have completed the RN-BSN course were classified into 3 types and named as 'positive self-satisfying type', 'situation overcoming problem solving type' and 'self dependent type.' Of the entire study subjects, the type 1 had the most with 25 people and was shown as the 'positive self-satisfaction type', and 20%(5 people) of subjects of this type have responded that they had no stress and included more subjects who have responded of having no stress among the entire types. This meant that, in the literature analysis on the stress of nurses who work and study concurrently by Kim and Bokim[18], among the factors that influence the level of stress coping, it was shown that higher the daily stress, the stress coping was positive, and lower the work stress, the stress coping was negative. Such results have matched the results of type 1. Such attitude of self change is predicted to have positively influenced the coping against the stress[19]. In addition, it can be understood as positively coping with the situation for self satisfaction even in difficult situations, always trying to find the meaning and motivation of life within their own situation, always having interest and challenge towards new things and trying to find something worthwhile. Those that belong to the type 2 as 'situation overcoming problem solving type' have shown that 10% (1 person) of subjects had no stress and 90% had stress, and the type 3 as 'self dependent type' have responded that they all had a stress. Such results have shown conflicting results with the type 1. This is the same with the previous study[20] which have reported that higher the stress due to work issues, people tends to cope passively, and the study of Jang[21] which has reported that higher the stress related to career development of nurses, it reduces the positive coping. In addition, it is also same with the previous study[22] which have reported that when the stress other than from work was highly recognized, people tends to cope passively.

For all three types, the motives for applying to RN-BSN course was to enter advanced courses and

this indicates that continuing education of nurses is one of the important mechanisms which can be directly and indirectly pursued in the level of developing the skills of quality nursing provision and interest of citizens on the nursing as a professional medical staff[23], and the continuing education on nurses can be understood as the result of recognizing the necessity of acquisition of new knowledge, sustained growth as a mature person and effectively performing the social role given to the professionals[24].

By conducting the subjectivity methodology (Q-methodology) targeting 43 students who have completed the RN-BSN course at the Department of Nursing Science located in Seoul City in June of 2013 in order to identify the subjectivity on the resilience of students who have completed the RN-BSN, the results were shown into three types. The meaning of type classification in this study on the resilience of students who

have completed the BSN at the Department of Nursing Science is to emphasize that mediating strategy should be provided differently according to each individual since the nursing image can be perceived differently. The characteristics by type according to the study results are as follows.

The type 1 is a 'positive self satisfaction type' that positively copes with the situation for self satisfaction, always finds the meaning and motivation of life even in difficult situations, have interests and challenges towards new work and tries to find something worthwhile. This type had the most subjects (58.14%) with the reason of transferring into the Department of Nursing Science for self development and shown as the only type which have transferred into the Department of Nursing Science in order to develop the ability of themselves. Therefore, this type was shown as the rewarding type that finds the work worthwhile and at the same time positively coping to crisis while developing the ability for themselves in difficult situations compared to other types and it was known to recognize the importance of positive thoughts and mind.

The type 2 as the 'situation overcoming problem solving type' that tries to somehow overcome the crisis situation whether they like it or not which intentionally tries to have interest in trying to solve the problems had the highest average age of 30.8 years and had the highest ratio (70%/7 people) of trying to enter the Department of Nursing Science in order to enter advanced courses. It was the type trying the hardest in order to overcome the crisis situation with intentional interest towards work and it has shown a strong recognition of trying to solve the problems forcefully.

The type 3 as the 'self dependent type' tries to acquire satisfaction and pride by solving the

problems on their own in difficult situations and shown to solve the difficult problems with interest and this type is the type that solves the problem by depending on themselves in crisis situation which had the lowest average age of 28.78 years among the three types and the motives for transferring into the Department of Nursing Science which account for 55.65% (5 people) was to enter advanced courses.

Based on the study results, the following is recommended.

First, for the students of RN-BSN to form desirable resilience, it is necessary to systematically change and develop the clinical education for the Department of Nursing Science.

Second, by developing the analysis method and question items of detailed subjectivity methodology (Q-methodology) on the resilience of RN-BSN students in the Department of Nursing Science, a subsequent study with diversified analysis is required. In addition, by connecting the explorative studies and the previous study methodology on the subjective recognition, the limits of subjectivity methodology (Q-methodology) should be overcome and empirical studies are required on the discovered results through subjectivity methodology (Q-methodology).

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