

The Subjectivity on Multicultural Families : Q-Methodology

Sunyoung Jang^a

^a
Associate Professor, Department of Nursing, Hanseo University, South Korea

Article History: Received: 10 January 2021; Revised: 12 February 2021; Accepted: 27 March 2021;
Published online: 28 April 2021

Abstract: The objectives of this study are to understand the subjectivity of multicultural families perceived by nursing students, to describe the characteristics of each type, and also to understand the classification of multicultural families by applying the Q-methodology. Total of 20 students of the nursing department in A college were asked to classify total of 42 sentences of statements about multicultural families. The collected data was analyzed by using the QUANL PC Program. In the results of this study, the nursing students' perception of multicultural families was divided into three factors. The types of subjectivity on multicultural families included the 'type of accepting and acknowledging multicultural families', the 'type of seeking for institutional support', and the 'type of conservative perception'. This study provided the basic data of basic humanities and social science education for nurses and nursing students who would nurse multicultural families.

Keywords: Multicultural Families, Nursing Student, Subjectivity, Q-Methodology, Nurses

1. Introduction

1.1. Background

As a family composed of people with different ethnic and cultural backgrounds, a multicultural family has cultural differences or values within the family including married immigrants, North Korean defectors, immigrant worker, international student, and refugee. In other words, a multicultural family of Korea is a family of a foreigner who has married to a person with Korean nationality, and a foreigner without Korean nationality who requests for Korean citizenship[1].

The Korean society with a firm perception of a single race has been rapidly changed into the multicultural society with no processes of drawing the national agreement or understanding. Thus, it is required to have social discussions of the multicultural phenomenon[2]. The discussions of multi-culture in Korean society should focus on how to achieve the national development in the future through the growth of national consciousness suitable for the globalization with the chance of multicultural society by concentrating on the discrimination and guarantee of human rights of multicultural subjects[3].

Despite the constant efforts and movement of government and all walks of society, realistically, it seems to be still far and tough to realize the true social integration with immigrants. Especially, in most cases, the acceptability of immigrants or the attitude toward the development of the multicultural society, is formed and spread through wrong understanding and distorted information about multi-culture. Even if it is not the case, the disputes about multicultural policies are very complexly mingled with the future direction of a welfare state, which is sometimes led to an exclusive tendency in the logic of reverse discrimination[4].

The perception of multi-culture could have direct effects on the external expression of one's thinking or feelings about multicultural policies, and the realization of them into actual behaviors. According to a research by Won & Park(2009), in the case when positively perceiving the change into multicultural society and social diversity based on race or ethnic group, it is highly possible to have the positive stance on the institutional intervention for strengthening it, and in case when negatively and threateningly perceiving the immigrant group in the multicultural society, the extreme direction of policies such as the deportation of an immigrant group could be even desired[5]. Thus, as the intellectuals in the 20s who would lead the next generations, the college students' current perception and receptive attitude toward multi-culture become the foundation for developing the integrated thinking of accelerated multicultural society in Korea.

Nursing science is a study based on the understanding of emotions of oneself and others[6]. For a nursing student as a preservice nurse, it might be important to understand the abilities[7] to accurately understand the emotions of themselves and others based on the positive emotional disposition, and also to control suitable for situations by using their own emotions.

As the core manpower that occupies the biggest part in the healthcare medical site, and also has the most contact with subjects, the nurses should provide the high-quality and safe nursing to the subjects within the limited time in the rapidly-changing healthcare medical environment[8]. The subjectivity of perception when dealing with subjects in the nursing site has great effects on their nursing. Thus, it is important to understand the perception of nurses and pre-service nurses.

Thus, this study explores and classifies the perception of multicultural families targeting nursing students as preservice nurses. This study aims to provide the basic data necessary for educating nurses and nursing students exposed to the risks of multicultural families, by understanding the characteristics and differences of each type of perception of multicultural families.

1.2. Purpose

The objective of this study is to provide the basic data for suggesting the strategies when educating nurses and nursing students exposed to risks of multicultural families, by examining the types of subjective perception of multicultural families and the characteristics of the types targeting the nursing students, by applying the Q-methodology. The concrete objectives of this study are as follows.

- 1) The nursing students' subjective perception of multicultural families is classified.
- 2) The characteristics of each type of nursing students' perception of multicultural families are analyzed and described.

2. Materials And Methods

2.1. Study Design

To achieve the objectives of this study, after considering the literature, media data, and preceding researches on multicultural families, this study finds the subjectivity viewing the types of subjective perception of multicultural families targeting the nursing students.

2.2. Q-Population And Q-Sampling Selection

To extract the comprehensive statements about the effects of multicultural families focusing on the current nursing students, the Q-population was drawn through the consideration of domestic & foreign relevant literature, open-ended questionnaire, individual in-depth interview. Through this process, on top of drawing a total three areas and about 200 Q-populations, this study extracted about 100 Q-populations by integrating the collected literature through the consideration of domestic & foreign literature. Going through the procedures of reviewing and modifying the extracted Q-populations, finally, a total 42 samples with high discrimination were selected.

2.3. P-Sample Selection Method

As qualitative research emphasizing the individuals' inertia focusing on differences in the semanticity or importance within individuals instead of differences between individuals, the Q-methodology is based on the small sample doctrine[9]. According to this doctrine, when the p-sample gets larger, many people are concentrated in a single factor, so that the characteristics are not revealed. As the p-sample, this study selected a total 20 nursing students who voluntarily agreed to participate in this study after fully explaining the objectives of this study to them.

2.4. Q-Classification And Data Analysis Methods

In the Q-classification process, the research subjects who have been selected as p-sample, make the voluntary definition of multicultural families of each individual by classifying the statements of Q-sample in the forced normal distribution method. The data was collected from 20 nursing students of OO college by using the Q-card. It took mostly 30-45 minutes for each research subject to complete the Q-classification. In the distribution of Q-sample, the research subjects classified the statements selected as Q-sample into from strong affirmation to strong denial depending on the importance based on their own opinions. The statement(Q1) about multicultural families was classified on the 12-point scale. After that, further interview with the subjects was performed about the statements classified into the two extremes. For the Q-factor analysis, the Principle Component Factor Analysis(varimax) was used. The classification of types was selected by considering the results of variously inputting the number of factors base on Eigenvalue as 1.0 or up, and total explanatory variate. For the collected data, the transformed score is given as much as 1-12points was changed into a score focusing on the forcedly distributed card on the Q-sample distribution table. By coding the given transformed score in the order of the Q-sample number, it was processed through the principal component factor analysis by the QUANL PC Program. The data analysis was processed by using the QUANL pc program[10-12].

2.5. Ethical Consideration For Research Subjects

Before starting this research, the subjects were asked for their voluntary consent and then explained that they could stop anytime during the research. To guarantee the rights, privacy, and confidentiality of personal information of the subjects, all the data collected through this study was processed, encoded, and Q-sorted as unscripted in the whole process of data analysis for the confidentiality.

3. Results

3.1. Structure Of Q Type

In the results of conducting the Q-factor analysis on the nursing students' subjectivity on multicultural families by using the QUANL pc program, there were three types.

3.2. Type Specific Characteristics In Multicultural Families

To analyze the nursing students' subjectivity on multicultural families in each type, first, the characteristics of each type were described by focusing on the statements of each type. Regarding the Q-response of p-sample(research participants), total of three factors were extracted by dividing them into upper-items and sub-items. In the Q-methodology, out of the persons belonging to each type, the person with higher factor weight means the ideal or typical person representing the type.

To analyze the characteristics of each type of multicultural families, the meanings were given and interpreted by focusing on the statements with z-score as ± 1.00 or up of the items of classified statements. In this study, regarding the person with factor weight as 1.0 or up, a total eight of them belonged to the type 1 and another eight subjects belonged to the type 2. And the rest four subjects belonged to the type 3.

In the results of analyzing the subjectivity on multicultural families by using the PC QUANL program, there were three factors, which explained the 49.95% of total variate. The factor 1 was 30.68%, and the factor 2 was 11.20%. The factor 3 was 8.07%. As the factor 1 has the explanatory power as much as 30.68%, it could be regarded as the factor that explains the multicultural families the most [Table 1]. Out of the whole 20 research subjects, total of eight subjects belonged to the factor 1 while another eight subjects belonged to the factor 2. The rest four subjects belonged to factor 3. The subjects belonging to each factor mean a group of showing similar responses to multicultural families.

Table I. Eigen Value, Variance, and Cumulative Percentage

Hospitals	Type I	Type II	Type III
Eigen Value	6.1363	2.2395	1.6135
Variance(%)	.3068	.1120	.0807
Cumulative(%)	.3068	.4188	.4995

3.3. Analysis By Type

The type of subjectivity on multicultural families produced by this type of analysis method could be suggested as follows.

- Type of Accepting and Acknowledging Multicultural Families: The subjects belonging to type 1 were total of eight people. The statements in which the subjects of the type 1 showed the strong affirmation included 'The multicultural families are increased by international marriage.(Z=2.15)', 'Korean husbands' patriarchal attitude becomes a huge problem in multicultural families.(Z=2.09)', and 'The multicultural families go through a lot of social prejudices.(Z=1.57)'[Table 2]. In type 1, the subject with the highest factor weight was No. 14(1.6166), and the statements agreed the most were No. 1 and No. 21. The statements in which the subjects of the type 1 showed the strong denial included 'Our unique culture seems to be disappearing because of multicultural families.(Z=-2.09)', 'The low birthrate issue of Korea is reduced by multicultural families.(Z=-1.90)', and 'I think that multicultural families are aliens.(Z=-1.36)'[Table 2]. In type 1, the subject with the lowest factor weight was No. 2(0.4699), and the statements showing the biggest denial were No. 11 and No. 8.

In the characteristics of type 1, they said that the Korean society rapidly entered the multicultural society, and the increasing range of multicultural families would be steep in the future. They think that it is certainly needed to understand and accept multicultural families, and also to put the national efforts to overcome any prejudices or irrationality. They said that our society would not lose its own unique culture because of multi-culture. They expected that we could accept the strengths of multi-culture while keeping our culture at the same time. They said that we would be able to solve the problems of our society with multicultural families. Thus, type 1 was named the 'type of accepting and acknowledging multicultural families'.

- Type of Seeking for Institutional Support: The subjects belonging to type 2 were total eight people. The statements in which the subjects of type 2 showed the strong affirmation included 'Korean men have the higher possibility to have a multicultural family than Korean women.(Z=2.08)', 'The multicultural families face the education issue of Korean culture.(Z=1.80)', and 'The roles and housework as a daughter-in-law of Korea become a huge problem in multicultural families.(Z=1.70)'[Table 2]. In the type 2, the subject with the highest factor weight was No. 15(1.2920), and the statements agreed the most were No. 27 and No. 12. The statements in which the subjects of the type 2 showed the strong denial included 'I think that multicultural families are aliens.(Z=-1.98)', 'Our unique culture seems to be disappearing because of multicultural families.(Z=-1.86)', and 'The multicultural families that could speak English, would quickly adapt themselves to Korea.(Z=-1.76)'[Table 2]. In type 2, the subject with the lowest factor weight was No. 17(0.3424), and the statements showing the biggest denial were No. 15 and No. 11.

In the characteristics of type 2, most of them thought that it would be necessary to provide the cultural/educational support for the adaptation after forming a multicultural family. They said that the national support for policies would be required for the efficient practice of this education, and education in various areas should be supported due to the different cultures. They assumed that the adaptation to Korea would be quick if the degree of understanding of Korean culture was high. Thus, type 2 was named the 'type of seeking for institutional support'.

- Type of Conservative Perception: The subjects belonging to type 3 were total of four people. The statements in which the subjects of type 3 showed the strong affirmation included 'The multicultural families are increased by international marriage.(Z=2.04)', 'I think that the military service is the reverse discrimination of multicultural families.(Z=1.79)', and 'The Korean language is essential for multicultural families to reside in Korea.(Z=1.69)'[Table 2]. In type 3, the subject with the highest factor weight was No. 18(5.2628), and the statements agreed the most were No. 1 and No. 42. The statements in which the subjects of type 3 showed the strong denial included 'The suicide rate of multicultural families increases.(Z=-2.30)', 'The divorce rate of multicultural families is more increased.(Z=-2.02)', and 'The multicultural families would frequently have family troubles.(Z=-1.50)'[Table 2]. In type 3, the subject

with the lowest factor weight was No. 9(0.8976), and the statements showing the biggest denial were No. 37 and No. 33.

In the characteristics of type 3, they thought that the multicultural families would be increased by international marriage, and the understanding of language and culture would be essential as they would be residing in Korea in the future. They said that most of the multicultural families in Korea would be formed when old men in rural areas married to foreign women so that the level of income or education would be lower than other families. As a lot of multicultural families have tough situations, there should be a lot of social support for them. However, they say that such excessive support or interest could bring about reverse discrimination. Thus, type 3 was named the ‘type of conservative perception’.

Table II. Representative items on the multicultural families and Z-score (N=20)

Representative items of type					
Factor	Type	No	Representative items	Mean(SD)	Z-score
Factor1 (N=8)	Type1	1	The multicultural families are increased by international marriage.	10.63(0.916)	2.15
		21	Korean husbands’ patriarchal attitude becomes a huge problem in multicultural families.	10.38(1.061)	2.09
		4	The multicultural families go through a lot of social prejudices.	8.88(2.167)	1.57
		2	The multicultural families get stressed a lot from acculturation.	9.38(1.188)	1.55
		23	The cultural diversity of multicultural families should be acknowledged.	9.75(1.488)	1.54
	Type2	11	Our unique culture seems to be disappearing because of multicultural families.	2.50(1.069)	-2.09
		8	The low birthrate issue of Korea is reduced by multicultural families.	4.00(3.071)	-1.90
		15	I think that multicultural families are aliens.	4.25(3.106)	-1.36
		19	The multicultural families feel alienated in family community.	4.75(2.315)	-1.22
		5	The members of multicultural families do not get benefits of healthcare system.	4.38(2.774)	-1.13
Factor2 (N=8)	Type3	27	Korean men have the higher possibility to have a multicultural family than Korean women.	10.50(1.732)	2.08
		12	The multicultural families face the education issue of Korean culture.	40.50(0.577)	1.80
		22	The roles and housework as a daughter-in-law of Korea become a huge problem in multicultural families.	9.75(1.500)	1.70
		24	The plentiful language education should be supported for multicultural families.	10.75(1.500)	1.43
		25	The employment & start-up class should be provided to multicultural families.	9.00(0.816)	1.20
	Type4	15	I think that multicultural families are aliens.	2.00(0.816)	-1.98
		11	Our unique culture seems to be disappearing because of multicultural families.	2.00(0.816)	-1.86
		18	The multicultural families that could speak English, would quickly adapt themselves to Korea.	4.00(2.944)	-1.76
		41	The multicultural families are religiously discriminated.	3.75(0.957)	-1.35
		34	The encouragement of study should be supported for multicultural families.	4.50(1.291)	-1.09

Factor3 (N=4)	Type5	1	The multicultural families are increased by international marriage.	9.00(1.155)	2.04
		42	I think that the military service is the reverse discrimination of multicultural families.	6.00(2.160)	1.79
		10	The Korean language is essential for multicultural families to reside in Korea.	7.00(0.000)	1.69
		27	Korean men have the higher possibility to have a multicultural family than Korean women.	10.50(1.732)	1.42
		39	I have a perception that multicultural families are low-income families.	7.50(2.380)	1.10
	Type6	37	The suicide rate of multicultural families increases.	4.75(0.500)	-2.30
		33	The divorce rate of multicultural families is more increased.	4.00(0.000)	-2.02
		16	The multicultural families would frequently have family troubles.	4.00(1.826)	-1.50
		17	The multicultural families should intensively participate in labor-intensive business type.	5.50(2.380)	-1.49
		26	The multicultural families are highly possible to be exposed to domestic violence.	6.50(0.577)	-1.46

4. Discussion

In the results of this study, the types of subjectivity on multicultural families perceived by nursing students were divided into the ‘type of accepting and acknowledging multicultural families’ the ‘type of seeking for institutional support’, and the ‘type of conservative perception’. And this study aims to discuss the characteristics of each type.

Type 1 shown in this study was the ‘type of accepting and acknowledging multicultural families’. They say that the multicultural families will be increasing due to the gradually-increasing international marriage so that we should accept them naturally. They perceived the multicultural families as beings that should be included as members by acknowledging the diversity as a part of our society, instead of viewing them with the prejudiced eye.

Currently, the subjects of nursing in our society are expanding to groups with diverse sociocultural backgrounds, and due to the globalization in the whole world, the importance of knowledge about nursing and diverse cultures is more emphasized. However, in case of Korea, activities for the understanding of multi-culture are not sufficient yet in the nursing academia and practical nursing area[13]. In the nursing science area playing an important role in leading a healthy society, it is rare to find researches on this part compared to other areas[14]. Thus, there should be diverse nursing researches on multicultural families.

As a single-race nation instead of an immigration state, Korea shows the great homogeneity of race and culture with the strong nationalism of lineage[15]. As this ethnocentric disposition could have effects on the cultural belief of nurses[16], their experiences and cultural belief could be important factors for providing high-quality nursing[17]. Moreover, the nurses should understand people who could be socially excluded, and also respect the diversity and differences of subjects. Also, they should acknowledge the needs of subjects different from themselves and the cultural norms and value and also try hard to obtain cultural diversity from them.

In the aspect of the provision of healthcare medical service, nursing science is the area with human resources prepared for hospitals and schools in the whole nation. In the future, the nurses should perform the health-related support projects targeting multicultural families, and also work as a leading subject in the aspect of human resources or facilities for those healthcare medical projects. And in case of researches related to multicultural families, instead of performing them limitedly to the characteristics, policies, and social adaptation of multicultural families, there should be more diverse researches on family support, family functions, actual state of health and healthcare, state of welfare, and needs[14].

Type 2 was the ‘type of seeking for institutional support’. The subjects of this type think that the adaptation of multicultural families should be helped through the active intervention of policies, rather than naturally accepting multicultural families. As Korea is rapidly entering a multicultural society, such various negative sides are also revealed.

The married couples from multicultural families with different childhood environmentalist and cultural backgrounds experience severe stresses in the process of adaptation to marriage[18]. Their marriages are performed after meeting with each other 1-2 times by a marriage broker or acquaintance with no time to build up a relationship. Also, 50.9% of those married couples has husbands whose age is ten years or up higher than their wives. As they have different languages to communicate with each other, it is limited to deliver emotions or opinions with each other. Thus, married couples from multicultural families frequently and easily experience conflicts or opposition of emotions, and if it gets worse, there could be physical violence[19]. According to

preceding research on multicultural families, married immigrant women experience stresses from the process of adapting themselves to new cultures such as unfamiliar environments, difficulties in communication, and differences in lifestyle and values[20]. Moreover, they are experiencing the violation of human rights like inhumane treatment such as conflicts with parents-in-law and husband, child problems, disregard for personality, domestic violence like habitual beating, and sexual abuse[19].

Regarding the reason why the members of multicultural families are discriminated against in Korean society, the social prejudice and the repulsion originated from different appearances are the biggest reasons. They are experiencing the language barrier, economic problem, all sorts of discriminations, child problems, and cultural differences in daily life. It might be because the stability of society, maintenance of economic order, and cultural delivery between generations are preferentially regarded as the functions of the family for society in Korea[21].

Out of the factors related to multicultural families, the nurses who felt the necessity of education of multicultural families showed a high perception of multicultural families. Moreover, 79.5% of the whole subjects responded that the nurses would need to receive the education related to multi-culture or multicultural families. According to another research, the experience[22] of receiving the education related to multi-culture had effects on the perception. In each culture, the method of expression or gender role is different, and there are problems with communication by culture or language[23]. Based on one's stereotypes or prejudices, others' values could be judged. As a profession, the nurses should respect the equality and diversity when nursing others without discriminating others[24], so that the education-related to multi-culture is essential to nurses. However, as it is difficult to expand the effects of education to changes of perception that takes a long time, the continuous and long-term curriculum should be developed, which could be connected to the growth of cultural perception that could consider his/her own culture and also accept and respect cultural differences based on the knowledge through education[22].

Most of the education-related to multi-culture is the one-time education for a short-term[25]. As the cultural perception is enhanced through the repetitive experience of other cultures, the expansion of direct/indirect experience of other cultures would be helpful for the enhancement of cultural perception[22]. The educational contents related to multi-culture necessary to healthcare providers included the communication method for solving the language barrier, cultural differences and understanding of health and diseases, differences in culture and healthcare medical service, perception of diseases and treatment by religion, and concept and understanding of culture[25], and the programs should be provided based on various contents. And for the education, it would be necessary to respect the cultural diversity, each culture, and the context, and also to fully discuss it in the level of individual, family, institution, and community[26], so that the suitable and effective education should be provided to nurses through advices and helps from experts in many areas.

Type 3 was the 'type of conservative perception'. They think that the multicultural families are formed when a person who has passed the marriageable age is married to a person from another country, and as they have to live in Korea, they should learn Korean culture and language for themselves. The subjects of this type think that the members of multicultural families have made their own decision, and the institutional consideration for them could bring about reverse discrimination in Korean society.

Examining the problems experienced by married immigrant women in the process of adapting themselves to Korean society, in the personal aspect, they experience lots of difficulties such as communication problem by different languages, adaptation problem by cultural differences, identity crisis by dual cultures, and mental/psychological problems such as depression[27]. Also, in the aspect of family, they experience the conflicts with family-in-law, and husband's habitual domestic violence and violation of human rights. In the social aspect, they are suffering from prejudices and discrimination against foreigners because of different skin colors[28]. Such difficulties experienced by married immigrant women in Korean society not only give huge pains to married immigrant women but also have influences on their children.

The children from multicultural families feel conflicts by the different speed of adapting themselves to a new culture at home, frequently experience the delayed learning of language due to slow linguistic development at school, have the low understanding of school lesson by cultural maladjustment, and also experience developmental disorders or learning disabilities by school underachievement[29]. Even in the peer group, the children from multicultural families are excluded or alienated because of different appearances, poor language development, and different skin color[30]. Especially, the mothers' parenting attitude has huge effects on the development of the social abilities of preschool children[31]. In children from multicultural families would have huge influences on the Korean society in the future. For this reason, it is urgently needed to have discussions and coping measures for solving the problems related to their childcare.

This study explored the nursing students' subjective perception of multicultural families, and then divided and analyzed it into three types. In the characteristics of each type, there was the 'type of accepting and acknowledging multicultural families' aiming to accept and acknowledge the rapid increase of multicultural families, the 'type of seeking for institutional support' thinking of the necessity to have the institutional effort in the level of state or institution following with the increase of multicultural families, and the 'type of conservative perception' thinking that the multicultural families are formed by some adults who have passed the marriageable age, and the problems should be resolved by themselves. This study on the subjectivity could be used as the basic data for the

development of adaptation programs for multicultural families that have recently grabbed attention. Moreover, in the case when providing the education of the subjects of multicultural families to new and experienced nurses in the future, the effective educational methods suitable for each type could be applied.

However, this study targeted only a college, and could not select the research subjects by considering the factors having effects on the perception of multicultural families, so that it would be limited to generalize the results of this study. Thus, it would be needed to additionally verify the types by composing the Q-sample equipped with various backgrounds through follow-up researches.

5. Conclusion

To establish the basic data necessary for developing the educational programs about the prevention of multicultural families for nursing students and subject management for clinical nurses based on the subjective data analyzed by exploring the nursing students' subjective perception of multicultural families, this study applied the Q-methodology. In the results of this study, there were three factors. The types of multicultural families perceived by nursing students were the 'type of accepting and acknowledging multicultural families', the 'type of seeking for institutional support', and the 'type of conservative perception'.

This study provided the basic data necessary for developing the multicultural family prevention/improvement programs for nursing students in the future by classifying the nursing students' subjectivity on multicultural families. Also, this study could provide the theoretical frame for establishing the individualized educational measures for the subjects of multicultural families at the clinical site of new and experienced nurses in the future.

Based on the results of this study, it would be needed to have additional researches of the development of multicultural families intervention programs for nursing students. Furthermore, it would be also necessary to have follow-up researches on the subjectivity on multicultural families perceived by nursing students, and also to develop the educational programs[32].

References

1. Park H. S., Kim K. W. "Research trends regarding children in multicultural families in Korea." *Korean Journal of Play Therapy* 15.4 (2012): 459-485.
2. Park K-S., Shin H-J. "Predictors of Multi Cultural Competence of Secondary School Students." *The Journal of the Korea Contents Association* 12.10 (2012): 307-331.
3. Lee H. K. "International marriage and the state in South Korea; focusing on government policy." *Citizenship Studies* 12.1 (2008): 107-123.
4. Lee J-d., Baik M-Y. "Korean Specialities' and Multicultural Policy." *Journal of International Studies* 17.1 (2012): 335-359.
5. Won S. Y., Park J. K. "Multiculturalism and Policy Orientation for Foreigners: A Focus on the Perception of Public Servants." *Journal of Public Administration* 47.3 (2009): 201-224.
6. Shin HE-J. "Emotional Intelligence, Ego Resilience, Stress in Clinical Practice of Nursing Students." Unpublished master's thesis, Keimyung University, Daegu, 2012.
7. Wong C-S., Law K-S. "The Effects of Leader and Follower Emotional Intelligence on Performance and Attitude: An Exploratory Study." *Leadership Quarterly* 13 (2002): 243-274.
8. Dyess S., Parker C. "Transition support for the newly licensed nurse: a programme that made a difference." *Journal of Nursing Management* 20 (2012): 615-623.
9. Whang S. M., You S. W., Kim J. Y., Kim R. G. "Consumer Types and Cultural Consumption Characteristics of Korean Society: Who Spends for What Reasons?" *Journal of Human Subjectivity* 13 (2012): 25-39.
10. Lee H., Jang S., Wang M. "A Study on Patients' Perceptions of Patient Safety (Q method)" *Asia-pacific Journal of Law, Politics and Administration*, Vol. 1, No. 2, Oct. 2017.GVPress. pp:1-6. 2017. <http://dx.doi.org/10.21742/AJLPA.2017.1.2.01>.
11. Wang M., Jang S. "A Study on the Subjectivity of Nursing Students on Dating Violence." *International Journal of Advanced Nursing Education and Research*, Vol. 2, No. 1, May. 2017.GVPress. pp:97-102, 2017. <http://dx.doi.org/10.21742/IJANER.2017.2.1.17>.
12. Jang S. "The Subjectivity for Open Adoption of Nursing Students." *International Journal of Advanced Nursing Education and Research*, Vol. 3, No. 1, May. 2018.GVPress. pp:59-64, 2018. <http://dx.doi.org/10.21742/IJANER.2018.3.1.10>.
13. Chae D. H., Park Y. H., Kang K. H., Lee T. H. "A Study on Factors Affecting Cultural Competency of General Hospital Nurses." *The Journal of Korean Nursing Administration Academic Society* 8.1 (2012): 76-86.
14. SHRIYAN, A., & SHRIYAN, A. (2015). A STUDY ON THE EFFICIENCY OF CSSD AT A HEALTH CARE CENTRE. *TJPRC: Journal of Nursing and Patient Safety & Care (TJPRC: JNPS)*, 1 (2), 7-16.
15. Jung M. S. "Current status and problems of healthcare-related multicultural policy in Korea from nursing's point of view." *Perspectives in Nursing Science* 6.1 (2009): 1-20.

16. Yoon I. J. "The Development and Characteristics of Multiculturalism in South Korea-With a Focus on the Relationship of the State and Civil Society." *Korean Journal of Sociology* 42.2 (2008): 72-103.
17. Brathwaite A. E. "Evaluation of a cultural competence course." *Journal of Transcultural Nursing* 16.4 (2005): 361-369.
18. Ruttan L., Muth T., Baydala L. "Culturally Competent Care for Aboriginal Women: A Case for Culturally Competent Care for Aboriginal Women Giving Birth in Hospital Settings." *Journal of Aboriginal Health* 4.2 (2009): 24-34.
19. Yoo M. S. "Effects of a multi-cultural marital advocacy program based on empowerment model on self-esteem, self efficacy, coping way and family stress in multi-cultural couples." *Journal of Korean Society of Maternal Child Health* 14 (2010): 145-160.
20. An H. J. "Home violence experiences of immigrant women who married a Korean man through international marriage and those women's reaction to the violence." Unpublished master's thesis, Silla University, Busan, 2006.
21. Ahn J. H., Cho J. H. "Psychosocial and cultural predictors of acculturative stress among marriage immigrant women in the Chungcheongnam-do area of Korea." *Korean Journal of Family Social Work* 30.6 (2011): 137-176.
22. SALEEM, M., & PERVEEN, N. ORGANIZATIONAL CLIMATE AND ITS IMPACT, ON FIRM FINANCIAL PERFORMANCE.
23. Yoo G. S., Yoo Y. J. "A Survey on the Family Concepts and Values among the Citizens of Seoul." *Journal of the Korean Home Economics Association* 40.5 (2002): 79-94.
24. Choi H. J. "Exploratory study on experience in multi-culture and cultural competence of service providers in multicultural settings." *Mental Health & Social Work* 37 (2011): 405-439.
25. Lehti A., Hammarström A., Mattsson B. "Recognition of depression in people of different cultures: a qualitative study." *BMC Family Practice* 10.1 (2009): 53.
26. NAGANANDINI, R. (2016). EFFECTIVENESS OF STRUCTURED TEACHING PROGRAMME ON KNOWLEDGE REGARDING SELECTED ADOLESCENT BEHAVIORAL PROBLEMS AND ITS PREVENTION AMONG STUDENTS. *Nursing (TJPRC: IJPN)*, 2(1), 1-8.
27. Pacquiao D. "The relationship between cultural competence education and increasing diversity in nursing schools and practice settings." *Journal of Transcultural Nursing* 18. 1 Suppl (2007): 28S-37S.
28. Lim M. S., Park J. Y. "A Study on Daycare Teachers' Perceptions of Multicultural Families." *Journal of the Korean Home Economics Association* 49.7 (2011): 25-37.
29. Alegria M., Atkins M., Farmer E., Slaton E., Stelk W. "One size does not fit all: taking diversity, culture and context seriously." *Administration Policy Mental Health* 37.1-2 (2010): 48-60.
30. Naudé, A. (2019). Female Korean Nursing Students views toward Feminism. *International, Journal of General Medicine and Pharmacy (IJGMP)* ISSN (P), 2319-3999.
31. Kwon B-S., Cha B-H. "The Impact of Communication and Cultural Identity on Marital Satisfaction among Korean Housewives in Rural Areas." *Korean journal of Social Welfare* 5.3 (2006): 109-134.
32. Kim D-H., Park Y-J., Lee G-E. "A study on parenting practice for immigrant women in rural area of korea : Structural Equation Modeling Approach." *Rural Society* 17.2 (2007): 41-73.
33. Angeline, K. R. I. P. A., Renuka, K., & Shaji, J. H. (2015). Effectiveness of lecture method vs. panel discussion among nursing students in India. *International Journal of Educational Science and Research*, 5(1), 77-84.
34. Wang H-S. "Terms of Address in Korean Society." *The Sociolinguistic Society of Korea* 13.1 (2005): 277-291.
35. Hong J-J. "A Study on psychosocial adaptation of youth in mongolian migrant workers' family." Unpublished master's thesis, Ewha Womans University, Seoul, 2004.
36. Korsah, K. A., Agyeman-Yeboah, J. O. A. N. A., & Okrah, J. A. N. E. (2017). Professional nurses' views on the use of the nursing process at the 37 Military Hospital, Accra. *International Journal of General Medicine and Pharmacy (IJGMP)*, 233(0), 1-10.
37. Seol D-H. "Child raising and education of marriage-based immigrants in Korea: On the focus of infants." *Korean Journal of Pediatrics* 52.4 (2009): 403-409.
38. Jang S. "A Study on the Subjectivity on Multicultural Families of Nursing Students." *International Journal of Elderly Welfare Promotion and Management*, Vol. 4, No. 1, May. 2020.GVPpress. pp:9-16, 2020. <http://dx.doi.org/10.21742/ijewpm.2020.4.1.02>.