
ABSTRACT

How to overcome work difficulties and ensure long-term employment in a children's home: The psychological process of children's home staff

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The purpose of this study is to explore the psychological process of children's home staff to see how to overcome work difficulties and ensure long-term employment. Eleven staff members were given interviews, and the collected data was analyzed using the modified grounded theory approach. The results suggest that, first of all, staff fall into a state of confusion because of the failure of proper guidance when exposed to aggressing and testing behavior of children. Then, they wonder whether to continue the work or not. However, by having coping skills such as stress relief for themselves and a feeling of a sense of unity like a family with care of children, they can gradually learn to cope through trial and error. Then, they will be able to regain a positive attitude towards the work. The psychological process revealed that they can come to feel positive expectation naturally and make a firm decision to continue employment over the long term.

Key Words: children's home, process of employment continuation, modified grounded theory approach
