

POSTER PRESENTATION 7: OTHERS

Moderating effects of supervision on the relationship between job performance and their geriatric social work competency among social workers in the individualized support service for older adults

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Purpose The purpose of this study is to examine the effect of job performance on the Geriatric Social Work Competency(GSWC) among social workers in the Individualized Support Service for Older Adults, which is a new community care for older adults in South Korea, and the moderating effects of supervision. In order to provide quality services in the face of increasing needs for elderly care, it is necessary to understand the level of job performance as well as the GSWC of social workers who are dedicated to provide customized care services in the community. The GSWC is widely used in related fields as a tool to measure the knowledge, skills, and attitudes that social workers in the geriatric social work field should have (Damron-Rodriguez, Lawrance, P., Barnett, & Simmons, 2006). In order for social workers to perform their jobs effectively, it is important not only to strengthen their capabilities but also to provide organizational support such as an appropriate supervision (Park, 2019). An empirical study is needed on how the level of supervision adjusts the effect of job competency on the GSWC among social workers. **Method** An online survey was conducted on 1,927 social workers affiliated with the Individualized Support Service for Older Adults. The data of the final 1,637 people were analyzed with hierarchical multiple regression analysis using the SPSS 18.0 program. Job performance were divided into four areas; business management and administration, network and resource linkage, professional development, and service provision. The GSWC was measured with the GSWC-II scale. The level of supervision consisted of the presence or absence of an institution's supervision system, the presence or absence of regular provision of supervision, and the satisfaction of supervision. **Results and Discussion** The level of job performance of social workers was above the normal level (average 3.60 points out of 5 Likert scale), and the level of GSWC was higher than the results of previous studies (Son, 2016). The level of job performance had a significant effect on each sub-factor of the GSWC. The results of verifying the moderating effect of the supervision in the relationship between the influence of job performance on the GSWC of social workers are as follows. There was no moderating effect in the presence or absence of a supervision system and regular provision of supervision, but satisfaction with supervision was found to have a moderating effect in all sub-areas of job performance and the GSWC. In other words, job performance and supervision satisfaction had a positive effect on the GSWC, and the higher the supervision satisfaction, the higher the effect of job performance on the GSWC. Considering that integrated service provision is essential as the needs of the elderly vary, such as mental, physical, and economic needs, it is necessary to build a more systematic supervision system so that multi-disciplinary supervision can be provided to social workers.

References

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