



A change of Japanese Nurses' View of Indonesian Nursing Candidates Based on an Economic Partnership Agreement

Kinkawa, Mari
Hapsari, Elsi D.
Agustini, Eni N.
Kotera, Sayaka
Matsuo, Hiroya

(Citation)

Bulletin of health sciences Kobe, 30:21-33

(Issue Date)

2014

(Resource Type)

departmental bulletin paper

(Version)

Version of Record

(JaLCD0I)

<https://doi.org/10.24546/81008793>

(URL)

<https://hdl.handle.net/20.500.14094/81008793>



A change of Japanese Nurses' View of Indonesian Nursing Candidates Based on an Economic Partnership Agreement

Mari Kinkawa¹, Elsi D. Hapsari², Eni N. Agustini³,
Sayaka Kotera⁴, Hiroya Matsuo⁴

Abstract

This study investigates how Japanese nurses feel about working with foreign nurses based on an economic partnership agreement, before and after they start working with them and give them support. Questionnaires on acceptance of, and actual relationships between 22 Japanese nurses working with two Indonesian nursing candidates before starting the work, were distributed two times: 7 months after starting the work, and again 26 months later. Japanese nurses' acceptance of foreign nurses showed a positive increase at both 7 months and 26 months after starting to work together. In addition, throughout the entire training period, foreign nurses were given little opportunity to actually do, tasks such as measuring vital signs. Japanese nurses had a positive change of heart toward accepting foreign nurses after they started working together and this positive attitude was confirmed in subsequent testing long after their joint work began. In addition, foreign nurses were working in an environment where it was difficult to learn nursing techniques. For this reason, Japanese nurses had little opportunity to work alongside the foreign nurses. Japanese hospitals need to improve the work environment for them, and provide guidelines to more easily ensure foreign nurses can assist in the demands of actual nursing.

Key Words

Foreign professional personnel, Nurses, Economic partnership agreement, migration, Japan

¹ Ube Frontier University Faculty of Humanities & Health Sciences

² Master of Nursing Program, Faculty of Medicine, Gadjah Mada University, Yogyakarta, Indonesia

³ Faculty of Medicine and Health Sciences Syarif Hidayatullah State Islamic University, Jakarta, Indonesia

⁴ Kobe University Graduate School of Health Sciences, Hyogo, Japan

INTRODUCTION

A persistent shortage of nursing staff has been reported in many industrial countries, including Japan.^{1),2),3),4)} To compensate for strengthening and promoting cooperation in the area of economic cooperation between the two countries, Japan began accepting nursing/certified care worker candidates (N/CCWCs) from abroad to, work in Japan under an economic partnership agreement (EPA) in 2008.

The nursing shortage in Japan is causing growing problems for nursing care. It is reported in Japan that the percentage of the total population aged 65 or over increased to 23.4% in 2011.

Some studies have reported on the current situation with the employment of foreign nurses in Japan. Setyowati et al.⁵⁾ recommend that Japanese employers and other people concerned train Indonesian nurses to take part in stress management, and try to turn their negative feelings caused by the stress into positive feelings. It has been noted that the mental health condition of N/CCWCs worsened in the six months after starting employment compared to before starting employment. This was relevant to their backgrounds and feelings toward their Japanese coworkers, or the level of satisfaction with their work.⁶⁾ Wang et al.⁷⁾ suggest that the provision of a support system, including understanding the everyday life of foreign nurses and the actual conditions in the health service and nursing activities in Japanese society on the part of the employer is essential when employing foreign nurses. From the experience of foreign nurses working at hospitals in Iceland, it was reported that foreign nurses received support from their patients and colleagues. It was also reported that most of them spoke about their unmet needs for close friendships with Icelanders.⁸⁾

However, some studies have been done on the current situation from the viewpoint of foreign nurses, but none have been done yet from the viewpoint of Japanese nurses (JNs).

Virtually nothing exists about how JNs get along with their Indonesian nursing candidates (INCs) when working in a ward. To remedy this, this study investigates how JNs feel about working with INCs before, during and after their work experience and shows support for their contribution to the medical and welfare services in Japan.

METHODS

Design

This study uses a quantitative longitudinal survey to examine the current situation regarding JNs' acceptance of INCs.

Sample

The sample consisted of twenty-two JNs who work with two INCs based on an EPA between Indonesia and Japan.

Data Collection Procedures

Data were collected two times in three stages, between August and September 2010 (1st stage: Survey 1 and Survey 2) and again in March 2012 (2nd stage: Survey 3). Survey 1 was conducted just prior to starting the work at the hospital as INCs, Survey 2 was conducted 7 months after starting the work at the hospital, and Survey 3 was conducted twenty-six months after starting the work at the hospital.

Twenty-two subjects participated in the study. Response rates for Surveys 1 and 2, and Survey 3 were 22.2% (22 participants out of 99 subjects) and 30.1% (22 participants out of 73 subjects), respectively.

The questionnaires were developed to capture the current working situations of Japanese nurses and their relationships to INCs. The questionnaire in all surveys consisted of "background," "consciousness of acceptance," and "preparation to accept INCs." In Survey 2, questions about their "activity or performance in the workplace for INCs" was added. In Survey 3, questions about "support needed by INCs," "anxiety in working with foreign nurses after passing the national board examination in Japanese," and "support needed by JNs" were added. The questionnaires included both multiple-choice and open-ended questions. Questionnaires were primarily distributed and collected directly by the nursing department handling the JNs working with INCs.

Data Analysis

The data were analyzed using descriptive analysis, Chi-square test, and Fisher's exact test with IBM SPSS Statistics 19. Significance was set at $p < .05$ and the confidence interval estimated to be at the 95% level.

Ethical Considerations

This study was approved by the ethics committee of Kobe University. Informed consent from the subjects was received before data collection was started.

RESULTS

Participant backgrounds (Table 1)

There were twenty-two participants, sixteen Japanese nursing staff members (JNSs) (72.70%) and six Japanese nursing leaders (JNLs) (27.30%). In Surveys 1 and 2, JNSs were in their 20s (68.75%), and tended to have been working for less than 5 years (62.50%). In addition, overseas experience was reported by 31.25% of participants in Surveys 1 and 2, and 50.00% of participants in Survey 3. English skills were reported by 18.75% of participants in Surveys 1 and 2, and by none of the participants in Survey 3. Exchange experience with foreigners was reported by 18.25% in Surveys 1 and 2, and 37.50% in Survey 3.

In Surveys 1 and 2, JNLs tended to be older, averaging in their 30s (50.00%), while in all surveys. JNLs tended to have clinical experience over 5 but less than 20 years (66.67%). In addition, overseas experience was reported by 66.67% of JNLs in all surveys. English skills were reported by 16.67% of participants. None of the participants in any of the surveys reported an exchange experience with foreigners.

Table 1. Participant backgrounds

		JNSs			JNLs			
Variables		Survey 1 & Survey 2		Survey 3	Survey 1 & Survey 2		Survey 3	
		n/N	(%)	n/N (%)	p	n/N (%)	n/N (%)	p
Gender	Female	16/16	(100.00)	16/16 (100.00)		6/6 (100.00)	6/6 (100.00)	
	Male	0/16	(0.00)	0/16 (0.00)		0/6 (0.00)	0/6 (0.00)	
Age (years)	20s	11/16	(68.75)	10/16 (62.50)	.443	1/6 (16.67)	0/6 (0.00)	.500
	30s	4/16	(25.00)	5/16 (31.25)		3/6 (50.00)	4/6 (66.67)	
	40s	1/16	(6.25)	1/16 (6.25)		1/6 (16.67)	1/6 (16.67)	
	50s	0/16	(0.00)	0/16 (0.00)		1/6 (16.67)	1/6 (16.67)	
Years of clinical experience (years)	Less than 5 years	10/16	(62.50)	10/16 (62.50)	.556	0/6 (0.00)	0/6 (0.00)	.727
	Over 5 years, less than 20 years	5/16	(31.25)	5/16 (31.25)		4/6 (66.67)	4/6 (66.67)	
	Over 20 years	1/16	(6.25)	1/16 (6.25)		2/6 (33.33)	2/6 (33.33)	
Overseas Experience	Yes	5/16	(31.25)	8/16 (50.00)	.920	2/6 (33.33)	2/6 (33.33)	.727
	No	11/16	(68.75)	8/16 (50.00)		4/6 (66.67)	4/6 (66.67)	
Language skills (English)	Yes	3/16	(18.75)	0/16 (0.00)	.093	1/6 (16.67)	1/6 (16.67)	.773
	No	13/16	(81.25)	16/16 (100.00)		5/6 (83.33)	5/6 (83.33)	
Exchange experiences with foreigners (foreigner's friends)	Yes	3/16	(18.25)	6/16 (37.50)	.309	0/6 (0.00)	0/6 (0.00)	
	No	13/16	(81.25)	10/16 (62.50)		6/6 (100.00)	6/6 (100.00)	

Chi-square test and Fisher's exact test

Note: JNSs = Japanese nursing staff members; JNLs = Japanese nursing leaders

Comparison of JNs' acceptance between Surveys 1, 2 and 3 (Table 2)

Participants in Surveys 2 and 3 who answered "Agree" to the question "Do you accept foreign nurses?" showed a significantly higher rate than in Survey 1 (81.82 % vs. 71.43% vs. 42.86%, $p < .05$, respectively). For "Do you think you may have trouble getting along with foreign nurses?", participants in Survey 1 had a higher tendency to "Yes" than those in Surveys 2 and 3 (68.18% vs. 40.91% vs. 45.45%,

respectively). Participants who answered “Yes” to the question “Do you think you may benefit from working together with foreign nurses?” in Surveys 2 and 3 showed a significantly higher rate than those in Survey 1 (86.36% vs. 86.34% vs. 59.09%, $p < .01$, respectively). Participants in Surveys 2 and 3 who answered “Yes” to the question “Do you want to work with foreign nurses?” showed a significantly higher rate than in Survey 1 (72.73% vs. 72.73% vs. 36.36%, $p < .01$, respectively). In addition, in answering the question “What do you think you need to prepare to accept them better?”, there was a higher tendency toward agreement in both Surveys 2 and 3 for all four possible responses “unity of consciousness between parties” (72.73% vs. 86.36%, respectively), “training programs tailored to working” (77.27% vs. 81.82%, respectively), “intercultural communication skills of clinical instructor” (54.55% vs. 68.18%, respectively), and “guidelines for all nursing tasks done at the sole discretion of the hospital” (54.55% vs. 54.55%, respectively).

Table 2. Comparison of Japanese nurses' acceptance of Indonesian nursing candidates between Surveys 1, 2 and 3

Variables		Survey 1	Survey 2	Survey 3	p
		n/N (%)	n/N (%)	n/N (%)	
Do you accept foreign nurses?	Agree	9/21 (42.86)	18/22 (81.82)	15/21 (71.43)	.045
	Disagree	1/21 (4.76)	0/22 (0.00)	0/21 (0.00)	
	Don't know	11/21 (52.38)	4/22 (18.18)	6/21 (28.57)	
Do you think you may have trouble getting along with foreign nurses?	Yes	15/22 (68.18)	9/22 (40.91)	10/22 (45.46)	.547
	No	2/22 (9.09)	13/22 (59.09)	12/22 (54.55)	
	Don't know	5/22 (22.73)	0/22 (0.00)	0/22 (0.00)	
Do you think you may benefit from working together with foreign nurses?	Yes	13/22 (59.09)	19/22 (86.36)	19/22 (86.36)	.001
	No	0/22 (0.00)	3/22 (13.64)	3/22 (13.64)	
	Don't know	9/22 (40.91)	0/22 (0.00)	0/22 (0.00)	
Do you want to work with foreign nurses?	Yes	8/22 (36.36)	16/22 (72.73)	16/22 (72.73)	.000
	No	1/22 (4.55)	5/22 (22.73)	4/22 (18.18)	
	Don't know	13/22 (59.09)	1/22 (4.55)	2/22 (9.09)	
What do you think that you need to prepare to accept foreign nurses better? (Multiple answers allowed)	Unity of consciousness between the parties		16/22 (72.73)	19/22 (86.36)	.228
	Training programs tailored to working		17/22 (77.27)	18/22 (81.82)	.500
	Intercultural communication skills of clinical instructor		12/22 (54.55)	15/22 (68.18)	.353
	Guidelines for all nursing tasks done at the sole discretion of the hospital		12/22 (54.55)	12/22 (54.55)	1.000

Chi-square test and Fisher's exact test

Note: JNs = Japanese nurses

Comparison of JNSs' acceptance between Surveys 1, 2 and 3 (Table 3)

Among JNSs, participants in Survey 1 had a significantly higher rate of agreement with the question “Do you think there are cultural differences?” than those in Surveys 2 and 3 (87.50% vs. 25.00% vs. 43.75%, respectively, $p < .05$). Participants in Survey 1 had a significantly higher rate of agreement with the question “Do you think you can solve problems related to working with foreign

nurses?” than those in Surveys 2 and 3 (43.75% vs. 93.75% vs. 93.75%, respectively, $p < .01$). Participants in Surveys 2 and 3 had a significantly higher rate of agreement than those in Survey 1 with the question “Have you been trying to support foreign nurses?” (62.50% vs. 68.75% vs. 37.50%, respectively, $p < .01$). In answering the question “Which tasks do INCs perform by themselves?”, both in Surveys 2 and 3, INCs performed almost the same activities at work, such as assisting with feeding (93.75% vs. 93.75%, respectively), environmental improvements (100% vs. 87.50%, respectively), assist with catering trays (93.75% vs. 87.50%, respectively), assisting with elimination (81.25% vs. 87.50%, respectively), and assisting with personal hygiene (87.50% vs. 81.25%, respectively).

Table 3. Comparison of Japanese nursing staff members' acceptance of Indonesian nursing candidates between Surveys 1, 2 and 3

Variables		Survey 1 n/N (%)	Survey 2 n/N (%)	Survey 3 n/N (%)	p
Do you think there are cultural differences?	Yes	14/16 (87.50)	4/16 (25.00)	7/16 (43.75)	.037
	No	1/16 (6.25)	12/16 (75.00)	9/16 (56.25)	
	Don't know	1/16 (6.25)	0/16 (0.00)	0/16 (0.00)	
Do you think you can solve problems related to working with foreign nurses?	Yes	7/16 (43.75)	15/16 (93.75)	15/16 (93.75)	.000
	No	0/16 (0.00)	1/16 (6.25)	1/16 (6.25)	
	Don't know	9/16 (56.25)	0/16 (0.00)	0/16 (0.00)	
Have you been trying to support foreign nurses?	Yes	6/16 (37.50)	10/16 (62.50)	11/16 (68.75)	.001
	No	2/16 (12.50)	6/16 (37.50)	5/16 (31.25)	
	Don't know	8/16 (50.00)	0/16 (0.00)	0/16 (0.00)	
Which tasks do INCs perform by themselves? (Multiple answers allowed)	Assisting with feeding		15/16 (93.75)	15/16 (93.75)	.758
	Environmental improvements		16/16 (100.00)	14/16 (87.50)	.242
	Assisting with catering trays		15/16 (93.75)	14/16 (87.50)	.500
	Assisting with elimination		13/16 (81.25)	14/16 (87.50)	.500
	Assisting with personal hygiene		14/16 (87.50)	13/16 (81.25)	.500
	Moving assistance		15/16 (93.75)	11/16 (68.75)	.086
	Nightwear exchange		13/16 (81.25)	10/16 (62.50)	.217
	Cleaning		6/16 (37.50)	10/16 (62.50)	.157
	Article management		0/16 (0.00)	0/16 (0.00)	
	Measuring vital signs		0/16 (0.00)	0/16 (0.00)	
	Drug management		0/16 (0.00)	0/16 (0.00)	
	Physician medical assistance		0/16 (0.00)	0/16 (0.00)	
	Writing nursing records		0/16 (0.00)	0/16 (0.00)	

Chi-square test and Fisher's exact test

Note: INCs = Indonesian nursing candidates

Comparison of JNLs' acceptance between Surveys 1, 2 and 3 (Table 4)

Among JNLs, participants in Survey 1 tended to agree with the question “Were you going to reflect the views of the staffers?” than those in Surveys 2 and 3 (83.33% vs. 100% vs. 100%, respectively). Participants in Surveys 1 and 3 had a higher tendency to agree with the question “Compared to INCs and newly licensed/ registered Japanese nurses, did you want to allocate time and content differently?” than those in Survey 2 (66.67% vs. 50.00% vs. 33.33%, respectively). In addition, for the question “Do you want nursing candidates to participate in meetings and trainings?”, participants in Surveys 1 and 2 had a significantly

higher rate of “nursing conferences” than those in Survey 3 (83.33% vs. 50.00% vs. 16.67%, respectively, $p < .05$ ”). Participants in Surveys 1 and 2 had a higher tendency of “nursing meetings (*moushiokuri*)” and both “hospital and non-hospital trainings” than those in Survey 3 (66.67% vs. 66.67% vs. 33.33%, 33.33% vs. 33.33% vs. 16.67%, respectively).

For the question “Which tasks do you allow INCs to perform by themselves?”, between surveys 1, 2 and 3 have almost the same on-the-job activities, such as those related to assisting with feeding, environmental improvements, assisting with catering trays, assisting with elimination, moving assistance, and cleaning (100% vs. 100% vs. 100%, respectively), and assisting with personal hygiene (83.33% vs. 83.33% vs. 100%, respectively).

Table 4. Comparison of Japanese nursing leaders' acceptance of Indonesian nursing candidates between Surveys 1, 2 and 3

		Survey 1	Survey 2	Survey 3	
Variables		<i>n/N</i> (%)	<i>n/N</i> (%)	<i>n/N</i> (%)	<i>p</i>
Were you going to reflect the views of the staffers?	Yes	5/6 (83.33)	6/6 (100.00)	6/6 (100.00)	.333
	No	0/6 (0.00)	0/6 (0.00)	0/6 (0.00)	
	Don't know	1/6 (16.67)	0/6 (0.00)	0/6 (0.00)	
Compared to INCs and newly licensed/registered Japanese nurses, did you want to allocate time and content differently?	Yes	4/6 (66.67)	2/6 (33.33)	3/6 (50.00)	.568
	No	0/6 (0.00)	3/6 (50.00)	2/6 (33.33)	
	Don't know	2/6 (33.33)	1/6 (16.67)	1/6 (16.67)	
Do you want nursing candidates to participate in meetings and trainings? (Multiple answers allowed)	Nursing meetings (<i>moushiokuri</i>)	4/6 (66.67)	4/6 (66.67)	2/6 (33.33)	.199
	Nursing conferences	5/6 (83.33)	3/6 (50.00)	1/6 (16.67)	.023
	Hospital and non-hospital trainings	2/6 (33.33)	2/6 (33.33)	1/6 (16.67)	.379
	Regular nurse meetings (Ward committee)	0/6 (0.00)	0/6 (0.00)	0/6 (0.00)	.
	Assisting with feeding	6/6 (100.00)	6/6 (100.00)	6/6 (100.00)	.
Which tasks do you allow INCs to perform by themselves? (Multiple answers allowed)	Environmental improvements	6/6 (100.00)	6/6 (100.00)	6/6 (100.00)	.
	Assisting with catering trays	6/6 (100.00)	6/6 (100.00)	6/6 (100.00)	.
	Assisting with elimination	6/6 (100.00)	6/6 (100.00)	6/6 (100.00)	.
	Moving assistance	6/6 (100.00)	6/6 (100.00)	6/6 (100.00)	.
	Cleaning	6/6 (100.00)	6/6 (100.00)	6/6 (100.00)	.
	Assisting with personal hygiene	5/6 (83.33)	5/6 (83.33)	6/6 (100.00)	.333
	Cleaning	3/6 (50.00)	3/6 (50.00)	4/6 (66.67)	.390
	Article management	2/6 (33.33)	1/6 (16.67)	0/6 (0.00)	.135
	Measuring vital signs	2/6 (33.33)	0/6 (0.00)	0/6 (0.00)	.098
	Drug management	0/6 (0.00)	0/6 (0.00)	0/6 (0.00)	.
	Physician medical assistance	0/6 (0.00)	0/6 (0.00)	0/6 (0.00)	.
	Writing nursing records	0/6 (0.00)	0/6 (0.00)	0/6 (0.00)	.

Chi-square test and Fisher's exact test

Note: INCs = Indonesian nursing candidates

JNs' Acceptance in Survey 3 (Table 5)

For the question “Did INCs' ward provide help for INCs?”, there was a higher tendency of Japanese language training in medical technical terms (90.91%), counseling support for their daily life (86.36%), information gatherings with JNs

(86.36%) than for other variables. For the question “Do you think wards needed any help for their INCs?”, Japanese language training in medical technical terms was the highest (81.82%) . For the question “Do you have anxiety working with foreign nurses after they have passed the national board examination in Japanese?”, a “No” answer generated the highest number of responses (71.43%). In addition, in “Do you need any help, such as JNs with INCs?”, a higher tendency was seen for exchange and opinion exchange meetings with stakeholders outside accepted facilities (36.36%), and language training (31.80%) than for other variables.

Table 5. Japanese nurses' acceptance of Indonesian nursing candidates in Survey 3

Variables		Survey 3	
		n/N	(%)
Did INCs' ward provide help for INCs? (Multiple answers allowed)	Japanese language training in medical technical terms	20/22	(90.91)
	Counseling support for their daily life	19/22	(86.36)
	Information gatherings with JNs	19/22	(86.36)
	Relations with education leaders	15/22	(68.18)
	Increase of nursing staff	14/22	(63.60)
	Nursing skills training	13/22	(59.09)
	Training in writing nursing records	13/22	(59.09)
	Training in Japanese culture	11/22	(50.00)
	Relations in their wards	5/22	(22.73)
	Relations in the nursing department	4/22	(18.18)
	Support from clinical nurse leaders familiar with English and Indonesian	1/22	(4.55)
	Nursing skills training with clinical nurse leaders	1/22	(4.55)
Do you think wards needed any help for their INCs? (Multiple answers allowed)	Japanese language training in medical technical terms	18/22	(81.82)
	Counseling support for their daily life	13/22	(59.09)
	Information gatherings with JNs	11/22	(50.00)
	Relations with education leaders	11/22	(50.00)
	Nursing skills training	11/22	(50.00)
	Support from clinical nurse leaders familiar with English and Indonesian	8/22	(36.36)
	Relations in the nursing department	6/22	(27.27)
	Training in Japanese culture	5/22	(22.73)
	Nursing skills training with clinical nurse leaders	5/22	(22.73)
	Relations in their ward	4/22	(18.18)
	Training in writing nursing records	3/22	(13.64)
	Increase of nursing staff	2/22	(9.09)
Do you have anxiety working with foreign nurses after they have passed the national board examination in Japanese?	Yes	6/21	(28.57)
	No	15/21	(71.43)
Do you need any help, such as JNs with INCs? (Multiple answers allowed)	Exchange and opinion exchange meetings with stakeholders outside accepted facilities	8/22	(36.36)
	Language training	7/22	(31.80)
	Training to understand the cultures and countries of foreign nurse candidates	5/22	(22.73)
	Transcultural communication skills training	3/22	(13.64)
	Transcultural nursing training	3/22	(13.64)
	Lectures by accepted facilities and researchers outside relations	1/22	(4.55)
	Travel to attend training in the countries of foreign nurses candidates	0/22	(0.00)

Note: JNs = Japanese nurses; INCs = Indonesian nursing candidates

DISCUSSION

This is the first study to examine JNs' acceptance of INCs based on an EPA before starting and then again 7 months and 26 months after starting the work. JNs' acceptance of foreign nurses together 7 months and 26 months after starting the work showed a significantly more positive trend than before starting the work.

It is believed that this positive trend in JNs' acceptance of INCs is a result of INC evaluations and their interaction with JNs.

Comparing the acceptance levels between JNSs and JNLs before starting the work, and then 7 months and 26 months after starting the work, JNSs showed a positive trend regarding culture differences, solving their problems working with foreign nurses and providing support to foreign nurses after starting the work. A follow-up survey on hospitals and long-term care facilities accepting N/CCWCs reported that despite language and cultural differences, the foreign nurses/ care workers had very few problems with patients and contributed to the revitalization of the working environment⁹⁾.

INCs work as nursing assistants until they pass the national board examination in Japanese for nurses. Therefore, their tasks do not include measuring vital signs, physician medical assistance, and writing nursing records as nurses. A survey of foreign nurses in Western Australia, challenging key discussions of nurses who emigrated, is that overall patient care challenges in past nursing practice did not have to answer anything on basic nursing care tasks¹⁰⁾. The survey also reported the importance of recognizing that differences exist in nursing practice internationally in order to facilitate the smooth transition of nurses who emigrated to maintain their profession. Furthermore, in the national board examination in Japanese for nurses, the passing rates were 1.2% (3 out of 254 candidates), 4.0% (16 out of 398 candidates), and 11.3% (47 out of 415 candidates) in 2010, 2011 and 2012, respectively. Thus, it is important to provide candidates with opportunities to learn the skills and knowledge necessary to pass the national board examination in Japanese within working the INCs' regular working hours. Specifically, it is important that clinical nurse leaders be familiar with the Indonesian and English languages. We also found it important for foreign nurses to learn about Japanese medical terminology, consultation and support for daily life, and education, and to coordinate with each person. On the other hand, psychologically it seems likely that N/CCWCs who have a poor impression of

Japanese coworkers, or have difficulty interacting with Japanese coworkers, and also have a lower level of satisfaction, need more mental support⁸⁾. In the research on experiences of Indonesian nurses in Japan, it was found that they had felt or were dismayed working as nursing assistants, or felt loneliness, felt that their location was not appropriate, and that the information they received before departure was insufficient¹¹⁾. Therefore, it is necessary to provide them with opportunities to interact with JNs within the regular working hours of INCs. Corresponding to this study, JNs need to prepare guidelines for nursing tasks done by foreign nurses at the discretion and with the permission of Japanese nurses. In particular, more thought should be given to preparations for the guidelines for nursing tasks done by foreign nurses including opportunities to interact with JNs before starting the work.

A total of 572 foreign nursing candidates immigrated from the Philippines and Indonesia from 2008 to 2011 as reported by the Ministry of Health, Labor and Welfare. It was reported that out of 112 (19.58%), 19 were returnee foreign nurses with licensed/ registered nurse in Japan (3.32%). We believe it is important to reduce the number of candidates who end up returning to their home countries in a depressed mental state. In addition, it is also important to increase their national board examination passing rate. Thus, we conclude that it is important to develop a universal education program for all accepted hospitals for candidates to learn the Japanese language, pass the national board examination in Japanese for nurses, and develop understanding of the different nursing practices, medical systems, and cultures in Japan and Indonesia.

In this study, the response rate of the self-administered questionnaires were a low rate of 22.2% before working and again 7 months after starting the work and 30.1% in 26 months after starting the work. Therefore, limitations are present in generalizing the results of this study. In the future, it is necessary to collect more data to gain deeper insights regarding the JNs' acceptance of INCs based on an EPA.

CONCLUSIONS

This study revealed a positive trend in JNs' acceptance of INCs based on an EPA from 7 months after starting the work compared with before starting the work. INCs work as nursing assistants until they pass the national board examination in Japanese for nurses. Therefore, INCs do not do tasks such as measuring vital signs,

physician medical assistance, and writing nursing records as nurses. Thus, it is necessary to provide them with opportunities to learn the skills technology and knowledge needed to pass the national board examination in Japanese and to interact with JNs within INCs' regular working hours. We conclude that it is important to develop a universal education program for all accepted hospitals for candidates to learn the Japanese language, pass the national board examination in Japanese for nurses, and develop understanding of the different nursing practices, medical systems, and cultures in Japan and Indonesia.

ACKNOWLEDGEMENTS

The authors would like to thank the 22 JNs who participated in this research. This research was supported in part with financial support from the Health Care Science Institute.

REFERENCES

- 1) Kline DK. Push and Pull Factors in International Nurse Migration. *Journal of Nursing Scholarship* 35(2):107-111, 2003.
- 2) Lesleyanne H. The globalization of the nursing workforce: barriers confronting overseas qualified nurses in Australia. *Nursing Inquiry* 8(4):213-229, 2001.
- 3) Kate G, Vanessa G. Integration of overseas Registered Nurses: evaluation of an adaptation program. *Journal of Advanced Nursing* 45(6):579-587, 2004.
- 4) Yu X, Chanyeong K. Comparative trend analysis of characteristics of internationally educated nurses and U.S. educated nurses in the United States. *International Nursing Review* 54(1):78-84, 2007.
- 5) Setyowati, Susanti H, Yetti K, Yuko O Hirano, Yoshichika Kawaguchi. The Experiences of Indonesian Nurses in Japan Who Face the Job and Cultural Stress in Their Work: A Qualitative Study. *Bulletin of Kyushu University Asia Center* 5:175-181, 2010.
- 6) Mari Kinkawa, Elsi DH, Miyuki Ueda, Hiroya Matsuo. Current situation and challenges in employment of Indonesian nursing/certified care worker candidates based on economic partnership agreement between Indonesia and Japan. *Bulletin of Health Sciences Kobe* 28:31-40, 2012.

- 7) Wang L, Ayako Ohno, Taeko Kiuchi. Adaptation of foreign nurses working at Japanese health service facilities. *Bulletin of Gumma Paz Gakuen College* 4:465-472, 2007.
- 8) Magnusdottir H. Overcoming strangeness and communication barriers: a phenomenological study of becoming a foreign nurse. *International Nursing Review* 52(4):263-269, 2005.
- 9) Reiko Ogawa, Yuko O Hirano, Yoshichika Kawaguchi, Shun Ohno. A follow-up Survey on Hospitals and Long-Term Care Facilities Accepting The First Batch of Indonesian Nurse/ Certified Care Worker Candidates (1). *Bulletin of Kyushu University Asia Center* 5:85-98, 2010. (in Japanese)
- 10) Christine DAS, Colleen F, Annette M. Rediscovering nursing: A study of overseas nurses working in Western Australia. *Nursing & Health Sciences* 13(3):289-295, 2011.
- 11) Bachtar A, Ayu WS. Creative Friction: Some Preliminary Considerations on the Socio-Cultural Issues Encountered by Indonesian Nurses in Japan. *Bulletin of Kyushu University Asia Center* 5:183-192, 2010.