

## (西暦) 2022 年度 博士学位論文要旨

学位論文題名 (注: 学位論文題名が英語の場合は和訳をつけること)

Subjective perceptions that affect the continued employment of persons with mental disabilities in Japan: A mixed-methods study

日本の精神障害者の継続雇用に影響を与える主観的認識: 混合研究法

学位の種類: 博士 (作業療法学)

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満期退学時学修番号/研究生番号: 14996603

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注: 1 ページあたり 1,000 字程度 (英語の場合 300 ワード程度) で、本様式 1~2 ページ (A4 版) 程度とする。

**BACKGROUND:** Among people with mental disabilities in Japan, 50.7% have left employment within a year despite the provision of employment support. Their subjective perceptions are likely relevant, as many causes for leaving employment are personal. However, thus far, employment continuity assessment has been based on objective indicators, while subjective evaluation remains underdeveloped.

**OBJECTIVE:** We conducted a mixed-methods study to identify the subjective characteristics that impact the ability of persons with mental disabilities to continue working while receiving employment support.

**METHODS:** In total, 41 participants with mental disabilities in continuous employment were included in the study, and data were collected using a demographic and employment status questionnaire and the Worker's Role Interview (WRI). The WRI is a semi-structured interview developed according to the Model of Human Occupation that encompasses all ICF factors. To confirm the item difficulty and ability estimates for the WRI domains the participants found difficult, the content spoken in the WRI was classified into 16 items. The ratings obtained were examined using the Rasch model, a mathematical model for converting the raw score that a person achieves on a questionnaire into a value on an interval scale. Further, to clarify the constructs related to subjective perceptions of work continuity, the step for coding and theorization (SCAT) method was utilized. The qualitative and quantitative results of the constructs and the difficulty levels analyzed by the SCAT and the Rasch model, respectively, were integrated using a joint display.

**RESULTS:** The results revealed five overarching superordinate concepts and 12 subordinate concepts of subjective perceptions regarding maintaining the current work and the future for participants who continue to work. These perceptions may be related to the participants' experience and the time course of work continuity. Subjective perceptions of difficulty levels

were found to be the most and the least difficult for a reasonable accommodation without specific rules and awareness of the effects of work concepts, respectively.

**CONCLUSION:** This research could facilitate the development of an employment support system based on people with mental disabilities' subjective needs, thus contributing to their continued employment.