

## 主論文 要約

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

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WORK: A Journal of Prevention, Assessment & Rehabilitation

Received: Mar 13, 2022; Accepted Jun 07, 2022.

### SUMMARY

**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. Further, to clarify the constructs related to subjective perceptions of work continuity, the step for coding and theorization (SCAT) method was utilized.

**RESULTS:** As a result of the SCAT coding, 12 group concepts of the subjective perceptions of the participants' continuing to work were extracted and were further grouped into five superordinate concepts: consciousness in daily life, perception of reasonable accommodation, self-understanding and practice for job maintenance, future prospects based on the continuing work experience, and own perceptions of the benefits of working. 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.