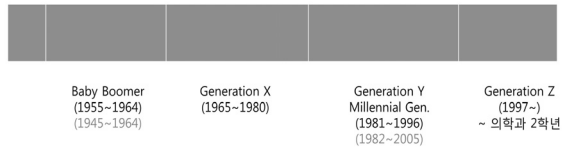


세대격차와 의학직업전문성

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김 도 경

Generation



연령별 의사수 (2014)

연령대	의사수*	(2014)	(2019)
합계	112,407		
29세 이하	6,496 (5.8%)		
30~39세	35,054 (31.2%)	1975~1984년 출생	1980~1989년 출생
40~49세	30,473 (27.1%)	1965~1974년 출생	1970~1979년 출생
50~59세	21,667 (19.3%)		
60~69세	9,732 (8.7%)		
70~79세	5,471 (4.9%)		
80세 이상	2,490 (2.2%)		

* 잠정생존자: 면허등록자·사망확인자

대한의사협회 의료정책연구소, 2014 전국의원실태조사보고서

Characteristics of the four generations

Generation (Birth Years)	Core Values	Goals	Strengths	Challenges
Traditionalists (1922-44)	Fiscal restraint Strong work ethic Self-sacrifice	To be respected To be valued	Service to others Loyalty Discipline	Risk averse Conformist Resistant to change
Baby Boomers (1945-64)	Ideals Success	Lifelong learning legacy	Idealistic outlook Inspired to succeed	Narcissism Overachievement Process over product
Generation X (1965-80)	Entrepreneurship Ambition Self-trust	Independence Freedom/Few rules	Loyal to self Adaptable/Flexible Creative	Impatient Challenging authority Cynical
Millennials (1981-1996)	Reliance on technology Eagerness to learn Confidence	To be a hero To make a difference	Confident Team oriented Digitally savvy Multitasking	Reward for showing up Need for structure Instant gratification

Adapted from Mohr et al. 2011 & Elliott 2011.

Journal of communication in healthcare, 2018, 11(2), 83-6

Millennial generation

- Highly protected and overscheduled generation
- Core workplace values
 - : online social connectedness, teamwork, free expression, close relationships with authority figures, creativity, work-life flexibility, use of technology
- How organization will fit into their lives (← How they will fit into organization)
- Physician role as a job, not their identity

Journal of Graduate Medical Education, Dec 2011, 458-61
Fertil Steril, 2016, 106(7), 1615-6

Baby Boomer, Generation X vs. Millennials

- Work much longer duty shift, constant sacrifice
vs. restricted work hours, more stringent boundaries on time and effort
- Complete dedication to the job vs. Work-life balance
- Professionalism
intergenerational transmission vs. educational growth

Fertil Steril, 2016, 106(7), 1615-6
The American Journal of Medicine 2005, 118(4), 439-42

Professionalism

- a set of virtues, obligations, behaviors
- Personal transformation of self
transformation of 'lay person' to 'physicians'
- Professional ethics ≠ Work ethics

The American Journal of Medicine 2005, 118(4), 439-42

Essential attributes of the "Physician"

- Embrace being a physician
- Caring and altruistic
- Honesty, integrity
- Team player
- Strive for excellence
- Accept the duty for serving patients and society
- Courage, heroism

The American Journal of Medicine 2005, 118(4), 439-42

Teaching professionalism

- Not to assume "common knowledge"
- Rule – explicit, firm, not ambiguity
- Feedback focused on the specific behaviors
- External rewards
- Professional contract, Medical contract

Journal of Graduate Medical Education, Dec 2011, 458-61
Fertil Steril, 2016, 106(7), 1615-6

Bridging the generation gap in the workplace

- stop worrying and love working with the millennial generation
 - Focus on inclusiveness
 - Leverage social consciousness
 - Incorporate technology thoughtfully

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