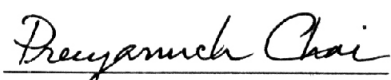
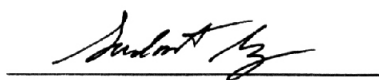


Preeyanuch Chaikongkiat 2008: A Causal Relationship Model among Intellectual Capital Management, Knowledge Management and Organizational Effectiveness of Nursing Colleges under the Ministry of Public Health. Doctor of Education (Educational Administration), Major Field: Educational Administration, Department of Education. Thesis Advisor: Miss Sudarat Sarnswang, Ph.D. 236 pages.

The objectives of this research were to study the causal relationship between intellectual capital, knowledge management and organizational effectiveness and to design an intellectual capital management model in nursing colleges, Ministry of Public Health. Samples were 348 instructors and 13 nursing college administrators in the 2007 academic year. Data were collected using a questionnaire constructed by the researcher. The statistics used for data analysis were descriptive statistics, correlation coefficient analysis, factor analysis and structural equation model analysis.

The finding revealed that 1) Nursing colleges had managed their intellectual capital in terms of human capital at high level. For instructor qualifications, the scores were higher on competence than on organizational commitment. Intellectual capital management in terms of structural capital was at moderate level with higher scores on technological component than on architectural competencies. Knowledge management process was found to be at moderate level with the highest scores on knowledge dissemination and the lowest on knowledge capture. 2) The intellectual capital management model consisted of components as follow: human capital, structural capital, knowledge management process and organizational effectiveness with knowledge management process as mediator having highest direct effect. The model was corresponding to the empirical data (Chi – Square = 13.45, $p = .20$, GFI = .99, AGFI = .97, RMSEA = .03, RMR = .00) and R-Square equal to .81. 3) There are 2 intellectual capital management models in nursing colleges. The first one focused on human capital directly and the second one focused on human capital and structural capital through knowledge management process.


Student's signature


Thesis Advisor's signature

24 / 03 / 08