

C 786380

NURSING ADMINISTRATION

: MAJOR

KEY WORD: TURNOVER INTENTION / PROFESSIONAL NURSES

NONGNUCH POOMISON : RELATIONSHIPS BETWEEN PERSONAL FACTORS, ATTITUDE TOWARDS NURSING PROFESSION, JOB SATISFACTION, AND ORGANIZATIONAL COMMITMENT WITH TURNOVER INTENTION OF PROFESSIONAL NURSES IN GOVERNMENT HOSPITALS, BANGKOK METROPOLIS. THESIS ADVISOR : ASSIST. PROF. PANIDA DAMAPONG, Dr. P.H. 144 pp. ISBN 974-636-340-9

The main purposes of this research were to study the relationships between personal factors, attitude towards nursing profession, job satisfaction, and organizational commitment with turnover intention of professional nurses in government hospitals, Bangkok Metropolis and to search for the variables which can predict turnover intention of professional nurses. The research subjects consisted of 933 professional nurses, randomly selected through multi-stage sampling technique. The instrument was developed by the researcher which has been tested for content validity and reliability. The data were analyzed by using Stepwise multiple regression analysis. The major findings were as follow :

1. Turnover intention of professional nurses were at the medium level.
2. Attitude towards nursing profession of professional nurses were positive at the low level, while job satisfaction and organizational commitment of professional nurses were at the medium level.
3. Age, tenure, working in out patient department, working in operating room department, positive attitude towards nursing profession, job satisfaction, and organizational commitment were negatively related to turnover intention at significant of .05 level, while single status was positively related to turnover intention at significant of .05 level.
4. The variables, significant ly predicted turnover intention of professional nurses at the .05 level, accounted for 50.40 ($R^2 = .5040$) of the variance. The standardized score functions were as follow :

$$Z = -.3633 \text{ job security } -.3297 \text{ organizational commitment } -.0952 \text{ tenure } -.0841 \text{ overall job satisfaction } -.0585 \text{ factor in personal life } + .0795 \text{ salary } -.0736 \text{ compay policy and administration.}$$

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ลายมือชื่ออาจารย์ที่ปรึกษา

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