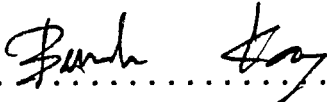



THESIS TITLE: THE DECISION MAKING BEHAVIOR AND WELFARE  
MANAGEMENT RELATED TO TURNOVER RATE OF  
PROFESSIONAL NURSES

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#### ABSTRACT

The purpose of the present study was to examine,  
(1) the relationship between decision making behavior and  
the turnover rate of professional nurses, (2) the relationship  
between welfare management in finance and the turnover rate of  
the nurses, (3) the relationship between welfare management in  
recreation and the turnover rate of the nurses, and (4) the  
relationship between welfare management in facilities and the  
turnover rate of the nurses.

The population of the study were nurses with one year of working experience, during the 1994-1996 government budget years, working in Region 6 hospitals under the Ministry of Public Health including Khon Kaen, Udonnathani, Nongboulampoo, Kalasin, Nongkhai, Loei, and Sakonnakorn. The sample was composed of 212 nurses classified into three main groups; 104 nurses who have been working continuously in the same hospitals; 62 nurses who have moved to other hospitals; and 46 resigned nurses. Questionnaires were used to collect the data. Its content validity was examined by three experts. Its reliability coefficients were 0.93 and 0.91. Data analysis was conducted using SPSS/PC+ program to test the Chi-square. The level of significance was determined at the 0.05.

The results were as follows:

1. there was a statistical significance in the relationship between the decision making behavior and the turnover rate of professional nurses,
2. there was no relationship between welfare management in finance and the turnover rate of the nurses,
3. there was no relationship between welfare management in recreation and the turnover rate of the nurses,
4. there was no relationship between welfare management in facilities and the turnover rate of the nurses.