

##C786324 : MAJOR NURSING ADMINISTRATION

KEY WORD: ORGANIZATIONAL CLIMATE/ HARDINESS, MOTIVATION, JOB PERFORMANCE

JIEMJIT JUDABOOTH : RELATIONSHIPS BETWEEN ORGANIZATIONAL CLIMATE,
HARDINESS, MOTIVATION AND JOB PERFORMANCE OF STAFF NURSES,
PSYCHIATRIC HOSPITALS. THESIS ADVISOR : ASSO. PROF. JINTANA
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The objective of this descriptive research were to study organizational climate, hardiness, motivation and job performance of staff nurses in psychiatric hospitals and to search for variable that correlated and would be able to predict the job performance of staff nurses in psychiatric hospitals. Samples consisted of 354 staff nurses who were working in psychiatric hospitals. Data collected by using job performance scale, organizational climate, hardiness and motivation questionnaires. The scales and questionnaires were tested for content validity by panel of experts. Alpha cronbach coefficient reliability were .98, .80, .78 and .85, respectively. Statistics used for data analysis were percentile, mean, standard deviation and multiple regression analysis.

Major findings of this study were the followings :

1. Organizational climate in psychiatric hospitals tended to be a mixed climates. Common patterns were closed and opened climate. Hardiness and motivation of staff in psychiatric hospitals were in the high level.

2. Job performance of staff nurses in all aspects and in the aspect of leadership, and evaluation, communication and interpersonal relationship, critical and emergency nursing patients and family and psychotherapy and milieu therapy were in the high level, the aspect of self-development was in the moderate level.

3. There were positively and significantly relationship at the low level, between organizational climate in the dimensions of intimacy, commitment and control with job performance of staff nurses. Nevertheless, there were no significant relationship between organizational climate dimension of disengagement, hindrance, esprit, aloofness, and achievement motive, and job performance of staff nurses.

4. The intimacy dimension of organization climate (INTI) and control dimension of (CONT) were the variables that could predict of job performance of staff nurses. The ability are accounted for 2.52 ($R^2 = .0252$)

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ลายมือชื่อคนติดต่อ *เจษฎาพร พงษ์พานิช*

ด้วยมติของอาจารย์ที่ปรึกษา

ลายมือชื่ออาจารย์ที่ปรึกษาร่วม On Sivan