

C786357 MAJOR NURSING ADMINISTRATION

KEY WORD: NURSING SUPERVISORY MODEL / JOB SATISFACTION

KANOKPORN NAETIMAETEE : EFFECTS OF USING NURSING SERVICE SUPERVISORY MODEL FOR SUPERVISOR NURSE TOWARD HEAD NURSES' AND NURSES' JOB SATISFACTION IN GENERAL HOSPITALS. THESIS ADVISOR: ASSO.PROF.JINTANA YUNIBHAND,Ph.D., CO.ADVISOR : ASSIS.PROF. BOONJAI SRISATIDNARAKUL . 174 PP. ISBN 974-636-499-5

The purpose of this quasi-experimental research were to develop nursing supervisory model for supervisor nurses and to compare nurses' job satisfaction before and after using the nursing supervisory model. Research subjects consisted of 8 supervisors and 71 head nurses and staff nurses. Research tools were a nursing supervisory model and its guideline . The content in the model was derived from supervision concept and theories and the content from in depth interview of experts in nursing supervision .The model consisted of 4 parts : 1) principals & objectives of supervision, 2) qualities & job description of the supervisor, 3) supervisory process and 4) supervisory tool .The main principals of the model was consideration ,facilitation and participative supervision. Supervisory activities included nursing round, teaching, counseling/guidance, and conference. Research data was gathered after 2 month experiment by job satisfaction and the opinion questionnaires which were tested for validity and reliability.

Statistical techniques used in data analysis were percentage ,mean , standard deviation and paired t-test .

Major results of the study were the followings :

1.The mean scores of head nurses' job satisfaction in all aspects and in the aspect of satisfaction in job description after the experiment were significantly higher than before the experiment, at the .05 level .

2. There was no difference between staff nurses' job satisfaction in the aspect of job description before and after the experiment. But staff nurses' job satisfaction in all aspects and in the aspect of colleagues , supervision, and promotion opportunity after the experiment were significantly higher than before the experiment, at the .05 level .

3. The responses from opinion questionnaires of supervisors revealed that the nursing supervisory model helped supervisor nurses in increasing the knowledge on supervision, improving their ability in supervisory planning, and their confident in performing supervisory activities .

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