

##C786331 : MAJOR NURSING ADMINISTRATION

KEY WORD : RECOGNITION, JOB PERFORMANCE / ACHIEVEMENTS /

HEAD NURSE

JIRAPORN WASANASURIYAPONG : A STUDY OF RECOGNITION TOWARD JOB PERFORMANCE AND ACHIEVEMENTS OF STAFF NURSES AS REPORTED BY HEAD NURSES AND AS EXPECTED BY STAFF NURSES IN HOSPITALS UNDER THE JURISDICTION OF MINISTRY OF PUBLIC HEALTH, REGION 1 AND 2. ADVISOR : ASSO.PROF.JINTANA YUNIBHAND Ph.D. CO.ADVISOR : INSTRUCTOR SUVINEE WIVATVANT, 175 pp. ISBN 974 - 636 - 498 - 7

The purposes of this research were to study and compare recognition toward job performance and achievements of staff nurses as reported by head nurses and as expected by staff nurses, and to compare the effect of recognition toward job performance and achievements of staff nurses on job satisfaction as reported by staff nurses in hospitals under the jurisdiction of Ministry of Public Health, region 1 and 2. Samples consisted of 176 head nurses and 482 staff nurses who worked in regional , general and community hospitals selected by stratified random sampling technique. Research tools developed by the researcher were two questionnaires on recognition toward job performance and achievements of staff nurses for head nurses and staff nurses which were tested for content validity and reliability. Statistical methods used in data analysis included mean, standard deviation , t-test and F-test.

Major findings were the followings :

1. The mean scores of recognition toward job performance and achievements of staff nurses as reported by head nurses and as expected by staff nurses were at the high level.
2. There were significant difference between recognition toward job performance of staff nurses as reported by head nurses and as expected by staff nurses in regional hospitals, at the .05 level. On the other hand, there were no difference between the above mentioned recognition as reported by those two groups in general and community hospitals .
3. There were no difference between recognition toward achievements of staff nurses as reported by head nurses and as expected by staff nurses in regional, general and community hospitals.
4. There were no difference between the effect of recognition toward job performance and achievements of staff nurses on job satisfaction as reported by staff nurses in regional, general and community hospitals.

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