JARATSRI KRINATEE : RELATIONSHIPS BETWEEN TRANSFORMATIONAL LEADERSHIP OF HEAD NURSES AND STAFF NURSES' ORGANIZATIONAL COMMITMENT, REGIONAL CENTERS AND GENERAL HOSPITALS, SOUTHERN REGION, UNDER THE JURISDICTION OF THE MINISTRY OF PUBLIC HEALTH. THESIS ADVISOR : ASSO. PROF. POLICE MAJOR PAUNGPHEN CHOONHAPRAN, Ph.D. 170 pp. ISBN 974-636-027-2

The purposes of this research were to study the relationships between transformational leadership of head nurses and staff nurses' organizational commitment in regional centers and general hospitals, southern region, under the jurisdiction of the Ministry of Public Health, and to determine variables which predict organizational commitment of staff nurses. The sample consisted of 778 staff nurses, selected by stratified random sampling techniques. The research instruments were questionnaires developed by the researcher which consisted of transformational leadership questionnaires and organizational commitment questionnaires. The reliability of the two questionnaires were 0.98 and 0.96. The data were analyzed by using stepwise multiple regression analysis. The major findings were as follows :

1. Transformational leadership of head nurses in all aspects was at high level and in the aspect of vision, projecting vision and value driven, charisma, intellectual stimulation and individualized consideration were at high level. While in the aspect of inspirational motivation was at middle level.

2. Organizational commitment of staff nurses was at middle level.

3. There was positive relationship at .05 level between transformational leadership of head nurses and organizational commitment of staff nurses, at middle level (r = .3838)

4. Variables that could predict organizational commitment of staff nurses were inspirational motivation, individualized consideration and charisma and significant at .05 level. The predictors accounted for 19.01 percent (R^2 = .1901) of the variances. The function derived from the analysis was as follows :

$$Z = .4686 \text{ Insp} - .2477 \text{ Indi} + .2016 \text{ Cha}$$
(standard scores)

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