

## : MAJOR  
KEY WORD: ORGANIZATION CLIMATE / CARING/ JOB SATISFACTION/ NURSES

SUPANEE THAYATHAM : RELATIONSHIPS BETWEEN ORGANIZATION CLIMATE,  
CARING IN PROFESSION, AND JOB SATISFACTION OF PROFESSIONAL NURSES  
IN THE HOSPITALS UNDER THE JURISDICTION OF THE DEPARTMENT OF MEDICAL  
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This descriptive research was designed to study job satisfaction organization climate, caring in profession and to search for variables that would be correlated and able to predict the job satisfaction of professional nurses. Research subjects consisted of 300 staff nurses. Data collected by using job satisfaction scale, organizational climate, caring in profession questionnaires.

The followings were the major findings of the study :

1. The mean score of the job satisfaction in the aspect of peers was the highest one whereas that in the aspect of income was the lowest. There were no significant difference between the mean score of job satisfaction of professional nurses with different age, education qualification and experience.

2. Mean score of caring in profession of professional nurse received from head nurses was significantly lower than that received from peers, at the .05 level.

3. Organization climate in the dimension of esprit, thrust, consideration and caring in profession from head nurses and from peers were significantly and positively related, at the average level, to job satisfaction, while organization climate in dimension of intimacy was significantly and positively related, at the low level, but the dimensions of disengagement, hindrance, aloofness were significantly and negatively related to job satisfaction of professional nurses, at the .05 level.

4. Caring in profession received from head nurses, organization climate in the dimension of esprit, hindrance, production, consideration and caring in profession received from peers were the predictor of professional nurses' job satisfaction. The predictability were accounted for 43.90 ( $R^2 = 0.4390$ ) of variance. The predicted equation in standard score was

$$Z' = 0.21814\text{CAREH} + 0.23929\text{CLI3} - 0.16066\text{CLI2} - 0.19213\text{CLI6} \\ + 0.30154\text{CLI8} + 0.12409\text{CAREP}$$