Thesis Title   Opinion Towards Selected Factors Effecting Professional Nurse Retention in Maharaj Nakorn Chiang Mai Hospital

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Abstract

The main purpose of this study was to investigate the opinion towards selected factors effecting professional nurse retention in Maharaj Nakorn Chiang Mai Hospital. The selected samples were 262 professional nurses from eight nursing sections by using stratified random sampling method. The questionnaire was developed by the researcher which was divided into two parts: part I- a personal data and part II- an opinion on selected factors effecting professional nurse retention: a recruitment, a development, and an evaluation. The instrument was tested for content validity, and Cronbach's alpha coefficient was used to investigate reliability which was 0.89.

Data was analyzed by SPSS/PC^{+} program using frequency, percentile, mean, standard deviation, Pearson's product moment

correlation coefficient, and stepwise multiple regression.

The result of the study revealed that:-

1. The retention rate of professional nurse in Maharaj Nakorn Chiang Mai Hospital was 5.52 years.

2. The level of the opinion towards selected factors effecting professional nurse retention in Maharaj Nakorn Chiang Mai Hospital was in medium range in all selected factors. The mean score of staff development was 3.27, the evaluation was 2.89 and the recruitment was 2.77.

3. The recruitment showed positive relation to the retention with statistical significance at .05. The staff evaluation showed negative relation to the retention with statistical significance at .01. There was no relation between staff development and nurse retention.

4. The multiple correlation coefficient of staff evaluation and recruitment was related to professional nurse retention with statistical significance at .001 and .01, respectively. It showed that staff evaluation and recruitment were able to predict professional nurse retention for 6.10 percent. ($r=.2470$, $P<.001$).

Equation in raw score can be stated as follow:-

Retention = $64.0183 - .9675$ Evaluation + $.5821$ Recruitment.