

Abstract

This is the study on "Career Development of Nurses at Songklanagarind Hospital". The objectives of the research were to study the career development of nurses as a comparative study to compare factors affecting the development of levels 6 and 7 nurses and above as well as other factors affecting the career development of nurses at Songklanagarind Hospital using questionnaire to collect the data. The samples were 192 nurses who worked in the nursing division as well as in other divisions. The data analysis was based on a social sciences computerized statistical program, using percentages, averages, standard deviation, t-test and One-way ANOVA. The findings were as follow:

Almost all of the samples were female, most of them were 41-45 years old, married, with a Bachelor's degree. Their position was professional nurses in level 6 and worked in the nursing division. Their salary was Baht 25,000-30,000 with 21-25 years of service as the highest number.

The career development of the nurses consisted of career planning, management by self and the organization. On career development planning, it was found that from self evaluation, the samples knew about their strong points at the highest average but weakest at the management of the weak points. On career targets, the samples thought that the achievement was at the lowest average. On the career planning by the organization, the samples thought that the organization's career counseling by providing career counselor was at the lowest average while the supervisor's willingness to discuss the work with them was at the highest average. On self's career development, it was found that the samples' determination to further the education and enthusiasm in performing outstandingly for advancement was at the lowest average but on using the knowledge to perfect their work was at the highest average. On the career management by the organization, the samples thought that the suitability on the promotion system was at the lowest average but at the highest average on training.

The result of the comparative study on career development of level 6 nurses and level 7 nurses revealed that 7 nurses and above had the higher average on the opinion towards self evaluation and application of knowledge and experiences than level 6 nurses. Marital status and educational factors, salary rates, positions and different job descriptions had effects on career development of the nurses.

The researcher suggested that Songklanagarind Hospital give importance to the development of career counseling system as well as organizing training for personnel in the areas of career development planning, pursuance of technical excellence to be compatible with the criteria in position promotion. The nurses themselves should give importance to self evaluation and develop technical excellence by applying experiences in performing the tasks as well as paying attention and using the usefulness of the personnel development system of the hospital regularly.