

SOMSRI SARANGBIN : A COMPARISON OF MOTIVATING POTENTIAL OF NURSES IN
VARIOUS NURSING DEPARTMENTS AS PERCEIVED BY NURSES IN PUBLIC HOSPITALS
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The purpose of this research was to study about the motivating potential of nurses in various nursing department and the factors involved. The factors involved was the core job, the critical psychology, the internal motivation, the satisfaction and the growth need strength.

Results:

1. The subjects had perceived the motivating potential of nurses in various nursing departments differently. Emergency department had the highest perception in motivating potential, followed by Pediatrics, Obstetrics-Gynecology, Surgical and medical. The lowest was the Psychiatry department.

2. The subjects had perceived the core job in various nursing departments differently in four core job, that is, skill variety, task identity, task significance and job feed back. But except the autonomy.

3. The core job of was significantly positive related to the critical psychology ($r = .25 - .39$). This relation reviewed that the core job caused to the critical psychology.

4. The internal motivaiton were significantly positive related to the motivating potential, the core job and the critical psychology ($r = .11 - .66$). This relation reviewed that the motivating potential, the core job and the critical psychology caused to the internal motivation.

5. For the significantly positive relative of the internal motivation and the motivating potential, there were no difference between the nurses who had high growth need strength and the low ones. This relation reviewed that the growth need strength wasn't the individual difference, which used to be the moduretors.

6. For the significantly positive relative of the motivating potential and the satisfaction, there were no difference between the nurses who had high growth need strength and the low ones. This relation reviewed that the growth need strength wasn't the individual difference, which used to be the moduretors.