

Abstract

“The study of Personal factors, Self-efficacy and needs for Self development for nurses of the governmental hospital” is a survey research. The purposes of this study are as follows: to study levels of the self-efficacy and needs for self development of nurses in Medical and Psychiatric Nursing Division in A governmental hospital; to compare the nurses’ self-efficacy and needs for self development of the nurses who have different self-efficacy.

The sample consisted of 222 Registered Nurses in Medical and Psychiatric Nursing Division. The instruments were questionnaires consisting of 3 parts; Part 1: Four items of Personal Factors; Part 2: Ten items measuring self-efficacy (reliability coefficient .774) and Part 3: forty four items measuring needs for self development (reliability coefficient .964)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, t-test, and One-Way ANOVA. The results of this study were as follows:

1. Nurses had a high level of self-efficacy and needs for self development.
2. Nurses who are different in age, levels of education, marital status and work experience had no difference in self-efficacy.
3. Nurses who are different in age and marital status had no difference in needs for self development. But nurses who are different in levels of education had difference in needs for knowledge dimension of self development. And nurses who are different in work experience had difference in needs for skill and attitude dimensions of self development. ($p < .05$)
4. Nurses who had high level of self-efficacy had greater needs for self development than those who had moderate level of self-efficacy. ($p < .01$)

The results of this study can be applied to increase level of self-efficacy and needs for self development and to develop nurse staffs. As a results, they will lead to make development of the organizations successful.