

AMMARATE CHAWSUANGLOWY : RELATIONSHIPS BETWEEN ORGANIZATIONAL CLIMATE, LONELINESS, HARDINESS, AND JOB PERFORMANCE OF STAFF NURSES IN THE HOSPITALS UNDER THE JURISDICTION OF THE MINISTRY OF UNIVERSITY AFFAIRS. THESIS ADVISOR : ASSOCIATE PROFESSOR JINTANA YUNIBHAND, Ph.D. 212 pp. ISBN 974-578-733-7

This descriptive research was designed to study job performance organizational climate, loneliness and hardiness and to search for variables that would be correlated and able to predict the job performance of professional nurses. Research subjects consisted of 324 staff nurses and 218 head nurses selected by simple random sampling technique. Data collected by using job performance scale, organizational climate, loneliness and hardiness questionnaires.

The followings were the major findings of the study :

1. Job performance and hardiness of staff nurses were in the high level but loneliness was at the medium level. Regarding the level of job performance of staff nurses in each skills, leadership skill, planning and evaluation skill, interpersonal relationship and communication skill, critical care, and professional development skill were in the high level, but that of teaching and collaboration skill was in the medium level.

2. Staff nurses' perception of organizational climate tended to be the mixed climate. Other patterns found from the data analysis included closed and opened climates.

3. Organizational climate in the dimension of intimacy, thrust, consideration and control were significantly and positively related at the low level to job performance of staff nurses. Whereas, organizational climate in the dimensions of disengagement, hindrance, esprit, aloofness, production emphasis, professional loneliness, personal loneliness, commitment and challenge were not correlated to job performance.

4. The consideration (CON) dimension of organizational climate was the only one predictor of job performance of professional nurses. The predictability was accounted for 3.73 ($R^2 = .0373$) of variance. The predicted equation in standard score was $Z' = .1931CON$.