

RESEARCH PAPER : The Quality of Working Life of Professional Nurses
under Police General Hospital

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This survey was aimed at studying the working life quality of certificate nurses and revealing the relationship between demographic variables and work variables and their working life quality. The sample was composed of 200 certificate nurses at the Police Hospital. A multi-stage sampling was used to select the sample. A questionnaire was employed to collect the data. Percentage, mean and standard deviation were used to describe the data, while t-test and one-way ANOVA were used to test the hypotheses.

It was found that most of the nurses at the Police Hospital were females (98.5%), aged 30.3 on an average. About 70 percent were single and about 95.6 percent had a Bachelor's degree. About 91 percent were in the position of certified nurse. About 37.5 percent worked for the government for less than five years. Also, 65 percent earned a salary of lower than 10,000 baht. Their overall working life quality was found to be moderate ($X = 2.58$). In fact, all the indicators including salary, career advancement, knowledge and skill development, organization constitution, and balance off life and work were found to be satisfactory at a moderate level. On the contrary, their working life quality were significantly related at a 0.05 level to age, number of working years, income, nature of work, supervision, relationship with colleagues, and work condition.

The following recommendations were made : (1) Improving the remuneration and welfare structure, (2) Building a better understanding of delegation among the administrators or superiors, (3) Developing leadership skills for superiors at all levels, (4) Introducing participation management in each work live, and (5) Giving more importance to the management of material and equipment.