

Surapat Kana-anan 2014: Intention to Leave of Medical Interns in Thai Community Hospitals. Master of Business Administration, Major Field: Business Administration, Faculty of Business Administration. Thesis Advisor: Mrs. Haruthai Numprasertchai, Ph.D. 95 pages.

The objectives of this study were 1) to study the intention to leave of interns in community hospitals in Thailand, 2) to study intention to leave factors of interns in community hospitals in Thailand, and 3) to study factors predicting intention to leave of the interns in community hospitals. The data were gathered by using questionnaires which were distributed to 175 community hospitals in 15 provinces with a large number of populations per a physician. For data analysis, descriptive statistics were used. Stepwise multiple regressions were used to find out the predicting factors and test the hypotheses.

The research found that intention to leave of medical interns was low. The nine related factors were rated at a high and very high level. Only the Government Compulsory factor was rated at a neutral level. Only five out of ten factors significantly predicted the intention to leave, which were Family Responsibility, Government Compulsory, Job Variety, Job Fit, and Social Recognition.

Based on the findings, the community hospital director should manage extra workloads or extra tasks for interns on voluntary basis. Intern should be involved in community hospital administration or medical service activity for community. The community hospital director should arrange a basic medical service activity in order to provide free physical checkup and knowledge about general disease prevention. MoPH should reconsider the regulation of government compulsory contract. The fine to breach the contract should be increased in order to decrease the intern's intention to leave.

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Thesis Advisor's signature