

ABSTRACT

Title of Research Paper : Psycho-Social Correlates of Human Rights
adhering behavior in IPD Nurses.

Author : Miss. Supatta Tamavong

Degree : Master of Arts (Social Development)

Year : 2001

This study aims at examining the psychological, situational and social antecedents of moral work behavior in IPD nurses in general and center hospitals in five central provinces.

There were 5 research objectives. 1.) To find out whether work and family situations would be related to moral work behaviors of the IPD nurses and why. 2.) To examine the relationship between various psychological characteristics and moral work behavior. 3.) to find the antecedents of the nurses' psychological states from their work and family factors. And 4.) To find the antecedents of the nurses' psychological states from their moral work behavior of these nurses. 5.) To identify important predictors of the two aspects of moral work behavior of these nurses.

The sample consisted of 330 professional nurses from 6 hospitals which were comparable in location, type and size of the hospitals.

This correlation – comparative study assessed most variables by using summated ratings method six hypotheses were offered based on 3 different theories. namely 1.) Psychological theory of work and moral behavior, 2.) Psycho-social development theory and 3.) Theory of Reasoned Action. There were 5 groups of variables in this study. 1.) Five situational variables, i. e, social support at work, marital relation, marital adjustment, family responsibility, and human rights norm.

(5)

Four basic psychological variables, i. e, moral reasoning ability, future orientation and self-control, religious practice and four principles of virtuous existence. Three psychological states, namely, belief in internal locus of control at work, attitude towards work and stress at work two aspects of moral work behavior are ethical work behavior and patients' human rights adhering behavior of the nurses. 5.) Four bio-social and background variables, namely, age, work - length, present - work length and marital status were used as categorical variables.

Three – way Analysis of Variance and Multiple Regression Analysis were performed on the data for testing the 6 hypotheses in the total as well as the sub samples. There are 3 important groups of findings.

First, the IPD nurses who showed less moral work behavior in both aspects were young nurses (ages less than 32 years old) and single nurses. The variables which were related to the two aspects of moral work behavior of these two groups of nurses were attitude towards work, human rights norm, four virtuous existence, work stress, religious practice, future orientation and self control and belief in internal locus of control at work.

Second, all the 3 group of antecedent variables, namely, situational and two groups of psychological variables, together were found to account for 56.2 percents of the variation in work ethical behavior and 51.0 percents in patients' rights adhering behavior in the total sample. On the other hand, these variables could account for as high as 63.3 percents of ethical behavior and 60 percent of rights adhering behavior in nurses with more present -work- experience.

Practical applications of these research results are two folds

First, the two important target groups of nurses who need to receive some special training are as follows.

(6)

1.) In both young nurses (ages lower than 32 years old), and single nurses who were found to have lower ethical behavior should be trained on favorable attitudes towards work and on human rights norm.

2.) In young nurses, in order to increase their patients' rights adhering behavior, it is suggested to give the third additional training on belief in internal locus of control at work and the fourth training on religious practices, growth have been recommended above. On the other hand, the single nurses should receive the third additional training on future orientation and self-control, and the four virtues (kindness, mercy, etc.)

Finally, in order to induce more favorable attitude towards work in these two groups of nurses, it can be recommended that the following related factors should also be heightened namely, future orientation and self control, religions practices, four virtues marital relation, human rights norm and lowered their work stress.