

Abstract

The purpose of this research was to study characteristic and to examine the relationships among quality of work life, leadership effectiveness, organizational culture and turn over of nurse in Ramathibodi Hospital, Vichaiyut Hospital and National Cancer Institute

The sample were 630 nurses at Ramathibodi Hospital, Vichaiyut Hospital and National Cancer Institute. Research instruments were the quality of work life questionnaire, the leadership effectiveness questionnaire and the organizational culture questionnaire. Frequency, percentages, mean, chi-square test, and Pearson's product moment correlation coefficient were utilized for data analysis.

The result indicated that:

1. The greatest emphasis on quality of work life of nurse at Vichaiyut Hospital and National Cancer Institute is social integration, but that is development human capacity in Ramathibodi Hospital. But the least emphasis of quality of work life of nurse in 3 hospitals is adequate and fair compensation.
2. The greatest emphasis on leadership effectiveness was masculinity but the least was a power distance
3. The greatest emphasis on organizational culture of nurses from Vichaiyut Hospital and National Cancer Institute was future orientation. In contrast, nurses from Ramathibodi Hospital was power distance. The least emphasis on an individualism was found from three hospitals.
4. Turnover had a significant relationship on quality of work life.
5. Turn over had a non-significant relationship on leadership effectiveness, but the relationship between human orientation aspect and future orientation aspect had statistically significant on turn over.
6. Turn over had a non-significant relationship on organizational culture, but the relationship on uncertainly avoidance aspect had statistically significant .
7. Quality of work life had a positive relationship on leadership effectiveness.
8. Quality of work life had a negative relationship on organizational culture.

9. Leadership effectiveness had a non-significant relationship on organizational culture.