

Abstract

The study of “Perception of Organizational Climate, Self – Reported Health and Turnover Intentions of Operative Professional Nurses : A Case Study of a Government Neurological Hospital” was a correlational research. The purposes of this research were first to investigate the Perception of Organizational Climate and Self – Reported Health as a whole and their dimensions, to examine how they correlated with each other and with Turnover Intentions and, furthermore, to find the predictors of Self – Reported Health and Turnover Intentions.

The sample for this research was drawn from Operative Professional Nurses of a Government Neurological Hospital. One hundred and thirty – five questionnaires were distributed with 123 being completed and returned. The questionnaires were designed to measure Perception of Organizational Climate, Self – Reported Health and Turnover Intentions. The reliability coefficients of the questionnaires were : .927, .949 and .935 respectively. The statistics used in this study were frequency, percent, mean and standard deviation. Hypothesis were test by One-Way Analysis of Variance, Pearson’s Product Moment Correlation and Stepwise Multiple Regression Analysis. The results were as follows :

1. The sample perceived organizational climate, reported their health and intended to leave at a moderate level. However, the sample maintained a high level of task characteristic climate.

2. Both personal factors – Tenure and Salary level – are effective on Turnover Intentions. The shorter tenure nurses – less than 5 years – possessed higher level of Turnover Intentions than did the longer tenure who worked in this organization for 11 years up. As well as Salary level, the nurses who got 10,000 baht and lower, had higher level of Turnover Intentions than whose salary were 10,001 baht up.

3. The Perception of Organizational Climate as a whole and every dimension were positively correlated with Self – Reported Health, but negatively correlated with Turnover Intentions.

4. Self – Reported Health as a whole and every dimension were negatively correlated with Turnover Intentions.

5. The multiple regression analysis revealed that 2 dimensions of organizational climate – supervisory management style and organizational structure – were predictors for Self – Reported Health with a total predictability of 22.3 %. Whereas, the predictors for Turnover Intentions were the perception of compensation, mental reported health, tenure and perception of relationship at work, with a total predictability of 38.1 %.

The results of this research will be employed as a guideline for studying and developing management style in order to improve nurses' perception of organizational climate more positively, which enhance their physical and mental health, lead more effective performance and stay in this medical team for promoting people' health for a long time.