

## Abstract

The descriptive research entitled “ The Violation of the Nursing Personnel's Right at Workplaces ” aims to study in three aspects : behavior on the violation of right, causes of behavior on the violation of rights and causes of gender to the violation behavior of the nursing personnel's right at workplaces by their colleagues. The violation of the personnel's right at workplaces was studied in the aspects of psychology, sociology and gender. The sample consisted of fifty nurses and nurse assistants of the Heart by Siriraj. The questionnaires and the interview forms were used to collect the data. Percentage, arithmetic mean, standard deviation and documents were used to analyse the data.

The results of the study were as follows : The behavior on the violation of verbal rights found the most was satirical words, irony, gossips, scolding with impolite tone and manners etc. The right violation behavior was caused by the stress from too much work, the violators' aggressive habit, their structure and family problems without the separation of their job and personal affairs. The causes of gender to the right violation behavior was the use of authority, seniority, female tyranny and the idea that a man is superior. That was to say the superior oppress, take advantage of the inferior and force them to do what they want. This results in the inequality among the colleagues that was a silent danger at workplace, their regressive work quality and efficiency, no encouragement to work, no trust and no respect at workplace.

The suggestions are as follows : When the right violation behavior takes place at workplace, the working sections need to have a certain standard guideline to solve the problems. The behavior of violation is caused by only some groups of people. The working sections have to get rid of the idea “ Man is superior ” or the superior oppress the inferior in order to prevent those kinds of behavior at workplace. Besides, we should encourage the personnel of all levels, not only the superior in order to reduce the inequality among the personnel who work together and create a happy workplace for everyone.