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DISTRICT PUBLIC HEALTH OFFICERS

PHIT RODSAWAENG: JOB PERFORMANCE ASSESSMENT OF DISTRICT HEALTH OFFICERS IN RELATION TO THEIR ROLES AND FUNCTIONS. THESIS ADVISORS: NAWARAT SUWANNAPONG, B.Sc.(P.H.N.), M.S.W., Ph.D.(Population and Development), CHAWEEWAN BOONSHUYA, B.Ed.(Math.), M.S.(Applied Stat. 1<sup>st</sup>. Hons.), PORNTEP SIRIWANARANGSUN, MD., M.P.H., Ph.D.(Health Planning and Financing), 113p. ISBN 974-662-386-9

District Public Health Offices are an administration division, which support public health and coordinate subdivisions and the provincial public health service system. They have critical functions in order to improve the efficiency of the district public health service system. Therefore, a job performance assessment of district public health officers was necessary. The objectives of this research were to study the administration processes, motivation, roles and functions and the relation between administration and motivation in health officers' roles and functions. A cross-sectional explanatory study was conducted to support this thesis. The sample consisted of 659 district public health officers. The questionnaires were mailed during November 1,1998 – January 31,1999.

The results showed that the majority of the District Public Health Officers were male (93.3 percent). Their age was between 50-54 years. The majority had been chiefs of health centers (78.3 percent) and were trained as Middle Administrator (64.2 percent). The district public health officers' opinions regarding the administration process were at a high level (73.9 percent). Their motivation was at a middle level (73.9 percent) and they had absolute job performance in relation to their roles and functions in high level (46.7 percent). If centralized administration process, planning, organizing and staffing of district public health officers are at good level then the job performance in relation to their roles and functions be at good level, for same as motivation factors and hygiene factors. The variables which were highly significantly related with the job performance in officers' roles and functions were recognition, policy and administration, achievement, advancement and planning. These variables explained 13.1 percent of job performance variation. The research results suggested that administrators should institute seminars for improvement of decision making processes of district public health officers. Recognition, achievement and advancement should be improved. The policy and administration must be made more clear and practical. District public health officers should participate in health resource allocation on the province level. The research results suggested that district public health officers should improve their way of thinking and decision making. A clear and practical action plan should be made. Their administration should have equity and justice.