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PASOOK KULJARUEX : PERFORMANCE IN PAPANICOLAOU SMEAR AT  
SUBDISTRICT LEVEL IN SUPHANBURI PROVINCE . THESIS ADVISORS : NAWARAT  
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Performance in papanicolaou smear at subdistrict in Suphanburi province was at a low level. This descriptive research aimed at assessing performance and the relationships between administration factors and job satisfaction. The data was collected from 123 health workers who have been working in papanicolaou smear by using questionnaires between November and December 1998.

It was found that the majority of health workers was 23 - 24 years old (82.1 %) and had working experience for 2 - 20 years(86.2%). Manpower, budget, materials, and administration should be improved (91.1 %, 80.5 %, 52.0 % and 75.6 % respectively). Job satisfaction and performance in papanicolaou smear were at a low level(85.4 % and 84.6 % respectively). Working performance had a positive relationships at a significant difference level with manpower, materials , overall administration (such as planning, directing and controlling), overall job satisfaction and other factors such as working conditions and job characteristics, work itself and achievement ( $P= 0.0360, 0.0410, 0.0214, 0.0280, 0.0110, 0.0190, 0.0190, 0.0130$  and  $0.0150$  respectively).

The result of Stepwise Multiple Regression indicated that directing and satisfaction on working conditions and job characteristics were statisically significant to performance in papanicolaou smear accounted for 8.8 %. This research suggests that supervisors should monitor and evaluate health workers' performance every 3 months and motivate them by positive rewards and praising them .