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WANTANA LEEPITAKWATTANA : JOB PERFORMANCE ASSESSMENT OF
STAFF NURSES IN CHAOPRAYAYOMARAJ REGIONAL HOSPITAL SUPHANBURI
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The responsibility of the nursing profession is to provide quality nursing care to the society. Job performance ought to be improved. This study was an explanatory research to assess nurses' job performance, to study the organizational climate, job characteristic and organizational commitment of staff nurses and to search for the variables correlated to and able to predict job performance. Research subjects consisted of 156 staff nurses in Chaoprayayommaraaj Regional Hospital. The data used to evaluate job performance was collected through self-administered questionnaires from 14-25 December 1998.

The results of the study showed that the majority of the staff nurses worked at the Surgery Department (30.8%), had an average age of 32 years, 10 service years and 50.0% were married. The level of job performance, organizational climate, job characteristic and organizational commitment were 90.4%, 55.8%, 74.4% and 59.6 % respectively, in aggregate, these were at a good level. Separately, the organizational structure was fair and organizational strategies, autonomy and feedback were at a medium level, about 50.0%, 73.1%, 50.0% and 49.4 % respectively. There were positive relationships at the 0.05 statistical significance level among organizational climate (organizational structure, leader behavior, colleague behavior), job characteristic (skill variety, task identity, task significance, autonomy, feedback), organizational commitment (identification, involvement) and job performance. The organizational climate (organizational strategies) and the organizational commitment (loyalty) were not related to job performance.

By using Stepwise Multiple Regression it was found that organizational structure, skill variety and task identity accounted for 22.5% of variation in job performance and provided effective explanation of job performance. It is recommended from this study that administrators should improve the organizational structure and value and target in relation to staff's need. They should adapt new technology and promote the skill and knowledge abilities of staff nurses and develop a systematic working process. Administrators and nurses should have shared goals. Finally, staff nurses should be allowed to participate in formulating the working policy.