

3938101 PPH/M : MAJOR : PUBLIC HEALTH ADMINISTRATION ; M.Sc. (PUBLIC HEALTH)

KEY WORDS : KNOWLEDGE / ATTITUDE / LEADERSHIP / COMMUNITY HOSPITALS

DIRECTOR OF NURSING DEPARTMENT / PERSONNEL ADMINISTRATION.

PRAPAI PHROMNOREE: THESIS ADVISOR : NAWARAT SUWANNAPHONG, PH.D.(Population and Development). CHAWEEWON BOONSHUYAR, M.S.P.H. (Biostat), LADAWAN RUAMMAKE, M.Ed (Nursing Administration) 130 p. ISBN 974-662-271-4

The major problems of nursing administration are personnel administration problems. As the personnel administration activities at community hospital have never evaluated before, this becomes an interesting area for the researcher. The purposes of this explanatory research were to study the knowledge, attitude, leadership and practice of personnel administration of directors of the nursing department in community hospitals. Questionnaires were used to evaluate practice of personnel administration of Directors of nursing department . The collection was performed during November - December 1998. The sample consisted of 367 directors of the nursing department .

It was found that most of directors of the nursing department were aged between 35-40 years (59.1%) , held a bachelor degree (94.3%) and had 6-12 years of the experience (60.3%). The practice of personnel administration of directors of the nursing department was high level (58.6%). When each aspect of practice of personnel administration was evaluated, it was also demonstrated that recruitment and placement on job, manpower planning and staffing pattern, personnel training and development were performed at a high level (61.5%, 59.4% and 52.9% respectively). When performance appraisal and retirement was performed at a highest level (58.6%). The knowledge of directors of the nursing department was not related to practice of personnel administration at moderate level. However, there was positive relationship between personnel administration practice and knowledge of manpower planning and staffing pattern ( $p=0.000$ ). The attitude of directors of the nursing department was at a moderate level and was positively related to practice of personnel administration. Most of the directors of the nursing department choose a participative style, and their leadership was positively related to practice of personnel administration ( $p=0.005$ ). The results by using Stepwise Multiple Linear Regression, showed that attitude on psychology in personnel administration, knowledge of manpower planning and staffing pattern, attitude on performance appraisal and retirement, manpower planning and staffing pattern could explain practice of personnel administration at percentage 9.89. Based on the results of this study, the researcher suggests that administrators should set guidelines to prepare personnel to be director of the nursing department by training programs on knowledge of personnel administration. The researcher expects that the practice of personnel administration would be improved by developing training programs on knowledge and attitude of manpower planning and staffing pattern, attitude on psychology in personnel administration, performance appraisal and retirement.