

4036735 PHPH/M : MAJOR : HEALTH ADMINISTRATION ; M.Sc. (PUBLIC HEALTH)

KEY WORDS : SUPERVISION/JOB CHARACTERISTICS/ROLE PERFORMANCE / SUBDISTRICT  
HEALTH PERSONNEL

SOMSAK KREECHAI: SUPERVISION AND ROLE PERMANCE OF SUBDISTRICT HEALTH PERSONNEL IN SAMUTSAKHON PROVINCE. THESIS ADVISORS: NAEARAT SUWANNAPONG PH.D., CHAWEEWAN BOONSUYA M.S.P.H. (BIOS), TAWATCHAI WANICHAKORN MD., 122 P. ISBN 974-663-257-4

Health centers play a significance role in community public health services. To ensure continuous development the work performance and job characteristics in sub-district health personnel must be assessed. Supervision is a process to develop the quality of work that transforms policy into work performance. The purpose of this cross-sectional explanatory study was to identify relationship between supervision, job characteristics and role performances of health center personnel at a sub district level in Samutsakhon Provinces. The study focuses on sub-district health personnel who have worked in the health centers at least one year and have completed more than one supervising orientation. The research was conducted during 1-30 April 1999 in Samutsakhon Province. Data was collected by 183 questionnaires. All were returned for analysis.

The results showed that the majority of sub-district health personnel were female (53%) average age of 33.85 years, married status (58.5%), and had graduated diploma education (70%) and health administration position (65%). The sample had an average work experience of 6.67 years. Overall role performances were high (65%). Each aspect of role performances was performed at a high level, administration aspect (65%), and service aspect (60.1%). The lowest level was an academic aspect (31.7%). Overall supervisions had the same moderate and low levels (48.1%). Each aspect of supervisions was a high level, controlling aspect (11.5%), and assessing aspect (7.7%). The lowest level was an organizing aspect (62.8%). Overall supervisions and each aspect of supervision were positively related to the role performance ( $p < .05$ ). Overall job characteristics had a moderate (88.8%). Each aspect of job characteristics were a high level, task significance aspect (31.7%), job feedback aspect (19.7%) and the lowest level was an autonomy aspect (23.5%). Overall job characteristics and each aspect (skill variety, task identity, task significance and job feedback) were positively related to the role performance ( $p < .05$ ). Overall role performances and each of its aspects had no significance between sex, status, education level and position. The controlling aspect, task significance aspect and leading aspect could explain 21.4% of the role performance's sub-district health personnel in Samutsakhon Province.

The results of this study suggest that performance could be developed by better the controlling of supervisor, should be supported in an increased value of task significance form workers and a reduction the leading of supervisor.