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RATCHABURI PROVINCE

KIATKAJORN PAISALNUN : JOB SATISFACTION OF HEALTH CENTER PERSONNEL IN RATCHABURI PROVINCE. THESIS ADVISORS: THONGLAW DEJTHAI, D.H.Sc., VASON SILPASUWAN, Dr.P.H., DUSIT SUJIRARAT, M.Sc.(Biostat), VERAPON NITIPRONG, M.D. 120p. ISBN 974-622-650-7

The problem of drop out and transferring among health center personnel has been a major threat for Ratchaburi health development. Therefore, this research is aimed to study the level of job satisfaction of health center personnel and factors affecting their satisfaction including demographic, work-related, and environment factors. A total of 226 health personnel were randomly selected and subjected to self-administered questionnaire. All questionnaire were returned for analysis in terms of frequency, percentage, standard deviation, chi-square, correlation and regression.

It was found that the majority of health center personnel (74.8%) in Ratchaburi Province had an overall job satisfaction at medium level. This level of job satisfaction was accounted mainly by work achievement, respect, task character, promotion opportunity, administrative policy, monitoring and control, working condition, security and safety, and salary except responsibility, self-development, and work relationship which were at high level. Only leadership and travelling convenient to work were statistically related to the job satisfaction of health center personnel. ( $p < 0.05$ ) Other factors such as age, sex, marital status, education, economic status, work experience, a number of staff, a number of responsible village, site and type of health center, and housing location were not statistically related to the job satisfaction. ( $p > 0.05$ )

Therefore it is suggested, that a process of sorting out appropriate leaders be developed and put into practice. Possible actions related to travelling convenient and insufficient medical supplies must be seriously considered to meet the needs of health center personnel.