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SUKPRASERT WECHARANGSEE : FACTORS AFFECTING ON JOB PERFORMANCE NURSING ADMINISTRATION OF HEAD NURSES IN COMMUNITY HOSPITAL . THESIS ADVISORS : PIYATHIDA TRIDECH Ph.D., WONGDYAN PANDEE Dr.P.H., SAWART APIWACHNEEWOND M.D. 138 p. ISBN 974-663-162-4

The purpose of this survey research was to study factors affecting on the job performance in nursing administration. Positions studied were of head nurses in general, medical services and health education administration, in a community hospital. Study factors were sex, age, education, experience and training associated with on the job performance . A total of 228 head nurses in the community hospital were in the study population. Information was collected by using self-administered questionnaires.

The results of this study indicated that ability on the job performance abilities nursing administration was at a high level (66.13%). Medical services administration was also at a high level (73.70%). General administration was at a lower level. A majority of the nurses were female (96.9%), with an average age of 40 years. Marital status was (67.1%) Educational status was held bachelor' degree or equivalent (92.5%). Time duration in current position was  $\bar{x}$  = 8.8 years, and total nursing experience was  $\bar{x}$  = 17.7 years. 58.8 percent had administration training. Job attitudes, personal traits, (for example, confidence, creativity, flexibility, judgment and rational) and job systems were related to job performance at the 0.05 significance level. Relationship between population traits, job performance and community hospitals were not significantly. Study research suggest that executive nursing administration should promote the knowledge and ability of head nurses by providing training courses and enchaining decision-making. Promoting participation, decision-making and problem-solving should by executive administrator is recommended. Apart form this, the executive administrator could have attitude in job in the future.