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KEY WORDS : LEADER BEHAVIOR / ORGANIZATIONAL CLIMATE / NURSING
MANAGEMENT

PORNTHIP ANUTARAPONG : NURSING MANAGEMENT OF HEAD NURSES IN
EMERGENCY DEPARTMENTS, DISTRICT HOSPITALS REGION 8 : THESIS ADVISORS :
PIYATHIDA TRIDACH Dr.P.H., BHUSITA INTARAPRASONG Ph.D.(Dev.Adm.), DUSIT
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The purpose of this research was to analyze nursing management by head nurses in emergency departments. This research studies nursing management by head nurses in emergency departments in all region 8 district hospitals. The study used Gluick and Urwick's leader behavior, the 4 styles of Hersey and Blanchard and Litwin and Stringer's organization climate. The study sample consisted of three sample groups, 41 nursing directors, 41 head nurses in emergency departments and 229 registered nurses who were all working in emergency departments in 350 district hospitals. Self administered questionnaires previously tested for reliability, were used. 341 questionnaires were returned and 339 were completed 96.9 percent. Kruskal-Wallis One Way ANOVA, Simple Correlation and Stepwise Multiple Regression were used for data analysis.

It was found that nursing management practices by head nurses in emergency departments was as a high level, 77.0 percent. In order these were organization, planning and budgeting. The reported leader behavior by head nurses in emergency departments was selling style. Organizational climates of emergency departments was as a high level, 67.0 percent. Median scores of nursing management were not different between the three sample groups. Hospital size , the selling style of leader behavior and organizational climate had positive correlation with head nurses management with a statistical significant of 0.05. The study of nursing management had no correlation with nursing management by head nurses in emergency departments. In terms of Stepwise Multiple Regression analyzing leader style, conflict dimension, structure dimension and support dimension as a whole significantly determined the variation of nursing management by head nurses in emergency departments, 30.6 percent.

It is suggested from this research that hospital directors should prepare head nurses in emergency departments, orientation and practice.