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CHANANAN RODNGAM : LEADERSHIP STYLES OF HEAD NURSES
AFFECTING NURSES' JOB SATISFACTION IN THE GENERAL HOSPITALS, REGION 2.

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Quality nursing performance results from knowledge, skills, experience and leadership. The leadership styles of head nurses and the job satisfaction of nurses in Region 2 general hospitals were the subjects of this cross-sectional descriptive research. This study compares differences in the leadership styles of head nurses by using questionnaires: these allowed 237 nurses to evaluate their head nurses during May and June 1999.

It was found that nurses, aged between 31-35 years with more than 10 years experience. Showed job satisfaction in work at moderate levels both of motivative and hygiene factors. For motivative factors, the highest mean was achievement, and the lowest mean was work itself. For hygiene factors, the highest mean was supervision technical, and the lowest mean was interperonnal relationship. Leadership styles of head nurses were evaluated in four different styles. The participative style was the highest (48.1%), and exploitive autorilative was the lowest (1.3%). The consultative and benevolent autoritative were 44.7% and 5.9% respectively. When analyzing leadership styles, there was significant difference between the leadership styles and nurses job satisfaction for both motivative and hygiene factors ($P<0.01$). Nurses with participative styles leaders were more satisfied in their jobs than nurses with consultative or benevolent autoritative leaders ($P<0.05$). This research suggests that head nurses should encourage nurses in their jobs by providing appropriate job distribution and harmonizing conflicts among colleagues with sympathy. In addition, head nurses should be develop their leadership behavior for globali situations globali: administration should be clear and verifiable. Finally, the job satisfaction of nurses affects the efficiency of nursing and benefits patients in hospital services.