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PRAPHA THONGWATTANA : ORGANIZATION COMMITMENT OF PROFESSIONAL NURSES IN CHAINAT PROVINCE. THESIS ADVISORS : PIYATHIDA TRIDECH Dr.P.H., SUJITRA NINLERT Ph.D., DUSIT SUJIRARAT M.Sc., JINDA PUNKASAME M.Sc. 109 p. ISBN 974-663-378-3

The research is designed as survey research aimed at studying the organization commitment of professional nurses in Chainat Province. The research subjects were selected by sensus sampling method from professional nurses in Chainat Hospital and Community Hospital in Chainat Province. The data concerning the total 262 subjects were collected through the use of a questionnaire. The data were analyzed using the following methods: frequency, percentage, mean, standard deviation, Chi-square, Pearson's Product Moment Correlation and Stepwise Multiple Regression Analysis.

It was found that 79.2% of the sample population had a high level of organization commitment and 20.0% a moderate level. 31.8% of the professional nurses were 31-35 years of age. The most common marital status was married (50.6%) and the most common time working as a nurse was 11-15 years (29.4%). The professional nurses perception of job- characteristics was rated at a good level (70.5%), perception of the work experiences were rated at a positive level (62.9%) and perception of the professional role factor was rated at a moderate level (59.2%). Factors correlated with organization commitment that were significant at the .05 level were: position, autonomy, skill variety, task identity, task significance, feedback, optional interaction, personal importance, organization dependability, met expectation, group attitudes, role conflict and ambiguity. Factors which significantly influenced organization commitment of professional nurses at the .05 level were: organization dependability, role ambiguity, position, personal importance, met expectations, and role conflict. These were able to explain the organization commitment at the percentage of 57.41 %.

The goal of a hospital is to produce a more effective, efficient product. Income fringe benefits, promoting job-descriptions, opportunity for growth will in turn improve the quality and standard of work, that will have a positive effect in the effective organization.