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NAOWARAT RATTANASAM: SUPERVISION AND ROLE PERFORMANCE OF SUBDISTRICT HEALTH PERSONNEL IN CHUMPNORN PROVINCE. THESIS ADVISORS: NAWARAT SUWANNAPONG, PH.D., CHAWEEWAN BOONSUYA, M.S.P.H. (BIOS), PAROT TONKAEW MSc., 130 P. ISBN 974-662-720-1

Health centers play an important role in community public health services: Health centers help the patients before sending them to the hospital, try prevent disease through vaccination and provide health knowledge and awareness to people. Health centers also reach out to remote areas to provide health services. Thus, health centers are directly and extremely beneficial to people, so the service should be continuously developed. Well-established supervision is one administration process that helps improve health centers' personnel. The purpose of this cross-sectional explanatory study was to identify an association between supervision and role performance of health center personnel at a subdistrict level in Chumporn province. The study, conducted during January – March 1999 in Chumporn province, is particularly focused on two samples: 202 subdistrict health personnel who have worked in health center at least one year and have taken more than two supervising orientations and 55 district- level supervisors who have experience supervisory more than twice. Data was collected by questionnaires.

The result showed that most of health personnel and supervisors had moderate opinion regarding supervision (66.8% and 62.8%, respectively) and every aspect of supervision: supervisory personnel (68.8% and 58.2% respectively), supervisory behavior (52.0% and 52.8% respectively) and supervisory pattern (68.8% and 61.8% respectively). The working motivation including motivation factors (62.9%) and the hygiene factors (67.3%) of subdistrict health personnel were moderate as well. However, overall the role performance and every aspect: administration, service, academic and sustain primary health care and development country were high (47.5%, 58.9%, 55.9%, 46.1%, and 54.4%). An analysis of the relation between supervision, motivation and role performance showed statistical significance ($p < 0.05$). The results of the multiple regression analysis indicate that supervisory behavior and hygiene factors are important variables of role performance, explaining 8.5% of variation. This study shows that supervisory behavior and hygiene factors are essential and suggested that supervisory behavior and hygiene factors should be improved.