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Job competency assessment is the first in personal development. The purpose of this explanatory research was to assess the job competency of professional nurses in Police General Hospital. Job competency of professional nurses was assessed by two groups, namely professional nurses and head nurses responsible for nursing and internal medicine, general surgery, trauma surgery, orthopedics and obstetrics and gynecology with over 2 years work experience. Two hundred and sixteen professional nurses assessed themselves, and 25 head nurses assessed 83 professional nurses. The instruments employed were questionnaires for which content validity, construct validity and reliability were tested. Data were collected 1-15 February 1999.

The major findings were as follow. The majority of professional nurses had 6-10 years experience in nursing and 85 percent did not receive additional training in nursing after completing their nursing qualification. Most Professional nurses (71.8 percent) had values of nursing practice and profession at middle level. The majority of professional nurses (63.3 percent) had motivation at work at middle level. The percentage of professional nurses at low level of job competency as assessed by themselves was 54.4 percent ; the percentage, as assessed by head nurses, was 59.0 percent. Job competency was assessed as being higher by professional nurses than by head nurses. Personal traits of professional nurses for instance experience, training in nursing, values of nursing practice and profession and motivation at work were positively correlated to job competence at the 0.05 significance level. Motivation at work for instance salary and welfare, recognition, working condition and experience could predict the job competence with 73.2 percent effectiveness ( $R^2 = 0.732$ ).

The recommendations, based on the study, are that administrators should initiate a policy to improve motivation at work and Developed Professional experience which will increase job competency of professional nurses.