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ACHARA JAROONWATTANA : LEADERSHIP BEHAVIORS AND ADMINISTRATION OF HEAD NURSES INFLUENCING WORK MOTIVATION OF STAFF NURSES AT SONGKHLA HOSPITAL. THESIS ADVISORS : SURACHAT NA NONGKAI, M.A., WONGDYAN PANDII, Dr.P.H., SOMCHAI PINYOPORNPANICH, M.D. 134 P. ISBN 974-662-832-1

The objective of this research was to study leadership behaviors and administration of head nurses according to staff nurses' opinions and work motivation levels. The relationship between leadership behaviors and administration of head nurses and staff nurses' work motivation and the relationship between the demographic factors of head nurses and staff nurses' work motivations were examined. The sample was composed of 214 staff nurses of Songkhla Hospital. Data were collected by using four questionnaires. Statistical analysis was performed with percentage, means, standard deviation, t-test, F-test and Pearson product moment correlation coefficient.

The results of this study showed that staff nurses' opinions of head nurses' leadership behaviors in terms of initiating structures and consideration structures were at the moderate level. Overall administration of head nurses was also moderate level. The highest score was achieved in coordinating, and the lowest score was found in directing and reporting. In general, staff nurses' work motivation was high. The highest score was achieved in work characteristics and achievements. The lowest score was achieved in opportunity for advancement. The correlation between score of leadership behaviors and administration of head nurses was positive ($p=0.001$). These two factors combined were also positively correlated with work motivation ($p<0.001$). Age and working experience were not associated with work motivation ($p=0.407$ and 0.320 respectively). Position and education level were statistically significantly associated with work motivation ($p=0.001$ and 0.004 respectively). Marital status and training experience were not associated with work motivation ($p=0.411$ and 0.500 respectively).

Based on this research, suggestions are made to improve of the head nurses' management skills and the services within the patients' department. Hospital managers should considered the necessity of developing head nurses' leadership skills, management techniques and management foundation knowledge. Therefore, a training program and seminar should be offered regularly in order to support work motivation. In addition, coordination and business meetings should be generated in order to develop understanding between top management level people and employees, and to create the opportunity for career advancement.