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PROVINCIAL HEALTH OFFICE

NIPON KHEMNAK : JOB SATISFACTION OF PUBLIC HEALTH OFFICERS
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The job satisfaction of public health officers in every level effects the effectiveness of the organization. This research aims to assess the job satisfaction of public health officers in Nakhon Nayok Provincial Health Office by studying the relationship of job satisfaction and leadership and organizational climate. The data were collected by questionnaires from 94 government officials from 24 January 2000 to 11 February 2000. All questionnaires were returned.

From the research, 60.6 percent of public health officers were female, their average age was 38 years, and 51.1 percent had completed a bachelor degree. Their average in service time was 16 years and their average working time in Nakhon Nayok Provincial Health Office was 8 years. Most of them, about 70.2 percent has moderate job satisfaction. For motivators and maintenance factors, most of the sample population, 69.1 and 68.1 respectively, also had moderate job satisfaction. For leadership and organizational climate, most had moderate level 66.0 and 69.1 percent respectively. Concerning the relationship between leadership and organizational climate to perception and the job satisfaction, it was found that the leadership of administrators in general and each dimension had a significant positive relationship with job satisfaction ($p < 0.05$). When analyzing the Stepwise multiple regression we have found that the four organizational climate variables warmth, performance standard, conflict, and reward had positive relationship with job satisfaction at 52.0 percent. So Nakhon Nayok Provincial Health Office should seek measures to promote job satisfaction in the following areas : rank promotion, policy and administration, and salary and welfare. Improvement of the organizational climate of those dimensions can be accomplished by organizing interpersonal activity, promoting participation in planning and setting objectives, setting standards of work together, and promoting a proper feedback system of rank salary promotion. Administrators should consider the importance of leadership and try to use both initiating structure and consideration.