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KWANRUETHAI PIUNWIJARN : FACTORS AFFECTING JOB PERFORMANCE
OF HEADS OF SANITATION AND ENVIRONMENTAL HEALTH IN MUANG
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The main objective of this survey research was to study factors affecting job performance of heads of sanitation and environmental health in Muang municipalities. Five major categories of factors were included in the study including population characteristics, organizational support, functional perception, competence, and motivation. A total of 72 heads of sanitation and environmental health in Muang municipalities were subjected to mail questionnaires between 15 December 1999 and 20 January 2000

It was found that the majority of heads of sanitation and environmental health were male (55.6%) with an average age of 37.71 years, married (75.0%) holding a completed bachelor degree (56.9%) with an average experience and time in position of 13.74 years and 4.56 years respectively. Most of them received additional training (69.4%) and engaged in study (55.6%), as well as worked in the 2nd level municipalities (31.9%) with an average staff number of 2.00 persons.

The overall performance in administration and service of heads of sanitation and environmental health was at a high level, except for technical aspect that was at a medium level. The overall job performance of heads of sanitation and environmental health had a significant correlation with age, time in position, number of staff, organizational support, functional perception, competence and motivation ($p < 0.05$). The results of a regression analysis showed that competence factors, organizational support and motivation factor were reliable factors for predicting the overall performance at 74.0%. Competence and organizational support factors were reliable factors for predicting the administration and service aspect at 67.8% and 57.1% respectively. The motivational factor was a reliable factor for predicting the technical aspect at 49.8%. The main problems for work implementation of heads of sanitation and environmental health were shortage of staff, budget, supplies, and transportation. It is suggested from the study that administrators provide sufficient resources in terms of budget, supplies and staff as well as establish clear roles and functions to promote satisfaction and morale.