

4038368 PHPH / M : MAJOR : HEALTH ADMINISTRATION ; M. Sc. (PUBLIC HEALTH)

KEYWORDS : JOB PERFORMANCE ASSESSMENT / STAFF NURSE / THE  
CENTRAL CHEST HOSPITAL

SUREERAT POOTHE : JOB PERFORMANCE ASSESSMENT OF STAFF  
NURSES IN THE CENTRAL CHEST HOSPITAL. THESIS ADVISORS : NAWARAT  
SUWANAPONG, Ph.D., CHAWEEWON BOONCHUYA, B.Ed., M.S. (APPLIED STAT, 1<sup>st</sup>  
HONS.), M.S.P.H. (BIOS). LADDAWAN ROMMAKE, M. Ed. (NURSING ADMINISTRATION),  
96 P. ISBN 974-664-187-5

Staff nurses are required to provide quality health care to the patients, thus they should have a high standard of performance. The aims of this research project were to assess the staff nurses' performance and find out the relationships between staff nurses' performance, job characteristics, and motivation factors. The study population of this research consisted of 304 staff nurses in Central Chest Hospital Nonthaburi Province, 274 copies were handed back with the return rate of 90.13 percent. The data were collected by self-administered questionnaires from 22<sup>nd</sup> of February 2000 to 10<sup>th</sup> of March 2000.

The results revealed that staff nurses were an average age of 41 years old, and most had 20 years of experience, and 55.8 percent were technical nurses. The percentage of staff nurses at poor level of job performance assessed by themselves was 43.8 percent. Most nurses (60.2 percent) repented self professional development and leadership were at a poor level. Job characteristics and motivation factors were found to be at moderate levels 70.4 and 70.8 percent respectively. In each category of job characteristics, it was found that 31.0 percent were in a high level for task significance but the job characteristics of skill was in a low level at 43.8 percent. In each category of motivation factors, it was found that 10.6 percent were in a high level for responsibility but motivation factors of achievement was in a low level at 17.2 percent. The job performance had a significant relationship with job characteristics and motivation factors ( $P < 0.05$ ). With respect to the results of multivariate regression analysis, task identity and feedback could explain about 12.2 percent of variation in job performance.

The recommendations, based on this study, are that administrators should initiate and development a handbook of job performance, a systemic working process, support their continuing education and research, develop leadership by assigning work, and give an assessment form for job performance assessment of staff nurses every 6 months in the Central Chest Hospital. These measures will increase job performance of staff nurses.