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PERIOPERATIVE NURSES

WASANA DOWMANEE: PERFORMANCE OF PERIOPERATIVE NURSES IN  
RELATION TO THE STANDARD OF PERIOPERATIVE NURSING. THESIS ADVISORS :  
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Quality of nursing in the operating room is very important for the patient's life and thus perioperative nurses should have high standards of performance. The purpose of this explanatory research was to assess the perioperative nurses' performance and its relationship to nursing attitude, organizational climate and motivators of the perioperative nurses. The data was collected from 180 perioperative nurses in 7 hospitals affiliated to Medical Service Department located in Bangkok. One hundred and eighty perioperative nurses assessed themselves and 7 head nurses assessed their 32 perioperative nurses. The data was collected from March 20<sup>th</sup> to March 31<sup>st</sup>, 2000.

The results revealed the following: The majority of perioperative nurses had 1-5 years experience in perioperative nursing (28.3%) and 69.4 percent did not receive additional training in nursing after completing their nursing qualification. The percentage of perioperative nurses, which was at low level of job performance assessed by themselves, was 60.5 percent. The percentage of low level performance in the preoperative phase, post operative phase and patient's rights protection were assessed by themselves at 70.0, 74.5, 64.4 percent respectively. But in the intraoperative phase, the performance was at a high level, which was also assessed by their head nurses. Most of the perioperative nurses (86.1%) had nursing attitude at high level. The majority of perioperative nurses had the organizational climate and motivators at middle level (83.3% and 77.2 % respectively). Attitude of nursing, organizational climate and motivators were positively related to job performance at the 0.05 significance level. The structure of organization, work itself and advancement could predict the job performance with 20.11 percent effectiveness. ( $R^2 = 0.2011$ )

The recommendations, based on the study are that the administrators should provide good coordination and revise the organization structure such as the control lines by increasing the horizontal and decreasing vertical coordination to improve the organizational climate and they should motivate their perioperative nurses by putting the right man to the right job and support their continuing education which will increase job performance of perioperative nurses.