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ARUNSRI TANTIWARAPORN : RELATIONSHIPS BETWEEN PERSONAL CHARACTERISTICS, MOTIVATION AND ADMINISTRATIVE BEHAVIORS OF HEAD NURSES IN GENERAL HOSPITALS. THESIS ADVISOR : SULEE TONGVICHEAN, B.Sc., M.Ed., CHANYA SIENGSAKOR, B.Sc., M.P.H., SUNEE LAGAMPAN, M.Sc., Ed.D., 125 p. ISBN 974-665-133-1

Inadequate preparation for the readiness of a head nurse can affect her administrative behaviors which in turn influence the quality of the hospital administrative system. The objectives of this research were to study the administrative behaviors of head nurses, the relationships between personal characteristics, motivation and administrative behaviors of head nurses, and predictors of head nurses' administrative behaviors. The personal characteristics and motivation were used as predictive factors. The sample was 308 head nurses from 25 hospitals which were selected randomly from general hospitals in Thailand during the year 2000. Data were collected by using questionnaires for motivation factors and administrative behaviors, developed by the researcher, with the Cronbach's coefficient of reliability at 0.89 and 0.92 respectively. The statistical tests used were Chi-square test, Pearson's Correlation Coefficient and Stepwise Multiple Regression Analysis.

The results of the study showed that 53.7 % of the administrative behaviors of head nurses were at a good level. There were positive relationships between the personal characteristics, motivating factors and hygienic factors. The duration of administrative position, the recognition from subordinates, the work itself, the interpersonal relationship with subordinates, the work status and salary were predictive factors which could predict head nurses' administrative behaviors by 35.74 %.

The study suggests that hospital administrators should provide the necessary motivating and hygienic factors to the head nurses as much as possible.