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NONGLUX HUABCHAROEN : THE LEADERSHIP AND ADMINISTRATIVE EFFECTIVENESS OF HEAD NURSES IN DISTRICT HOSPITALS, REGION 1. THESIS ADVISORS : ROMSAI KLASOONTORN Dr.P.H., PIYATHIDA TRIDECH Dr.P.H., SURACHART NA NONGKHAI M.A., DUSIT SUJIRARAT M.Sc.(BIOSTAT) 102 P. ISBN 974-665-172-2

The main objectives of this study were to assess the leadership styles according to system 4 management of Likert, and the administrative effectiveness level of head nurses in district hospitals in region 1 according to Gibson and Donnelly's model. Additionally, it assessed the relationship between personal characteristics and administrative experience with leadership styles and compared administrative effectiveness levels with leadership styles. The samples consisted of 34 head nurses who worked in district hospitals of 10-60 beds in region 1. Frequencies, percentage, mean, standard deviation, Fisher's exact test and One-way ANOVA were used for the data analysis.

It was found that most of the head nurses used a consultative style to manage their work and had administrative effectiveness at a moderate level. The majority of head nurses had never been trained in administration and worked as head nurse less than 10 years. Head nurses who used a benevolent autocratic leadership style demonstrated administrative effectiveness at a level significantly less than 0.001, whereas head nurses who managed their work with a participatory leadership style had the highest administrative effectiveness level. In addition, analysis showed that personal characteristics and management experience had no correlation with leadership styles.

The results of this study suggest that the ministry of public health should arrange training for head nurses by setting up administrative courses, and allowing them visits to study administrative short courses from head nurses who have been successful in administration. This will increase their knowledge, understanding and skills which will lead to increased administrative effectiveness in their organization.