

### Abstract

The purposes of this follow-up study were to study job performances, job satisfactions and to examine the correlation between the job satisfactions and job performances of new graduates from Bachelor of Nursing Science Program, Faculty of Nursing, Mahidol University in academic year 1998 and 1999. Data were collected from 389 new graduated subjects who graduated in academic year 1998 and 1999. The instruments were questionnaires developed by the investigators and were tested for content validity by 3 experts. The  $\alpha$ -coefficient value of job performance questionnaires and job satisfaction questionnaires were 0.96 and 0.81 respectively for reliability. The collected data were analyzed by using mean, standard deviation, t-test and Pearson Product Moment Correlation. The results were as follows:

Most of the new graduates had grade point averages from 2.50-2.99 (57.30%). About seventy six percents of them passed the first test of license of nursing and midwifery. Abilities to apply knowledge and skill in practice in nursing in most of them were good (69.30%)

Nursing performances of all graduates were in the good level almost every part of nursing intervention, role responsibilities, abilities to work with others and self developments. For the attitudes toward nursing profession, the graduates in academic year 1998 had the good attitudes toward the profession, whereas the graduates in the academic year 1999 had a very good attitudes. Both of them had the knowledge and theoretical competence at a moderate level. The new graduates in academic year 1998 had abilities to be a leader at a good level while the graduates in 1999 had a moderate level ability. There was a statistically significant difference ( $p < .05$ ) in the abilities to be a leader between the graduates in these two academic year, 1998 and 1999.

Job satisfactions of the new graduates were in a good level in almost all items. Satisfactions in promotion, appropriateness of income and job, welfare and stability in work were at moderate levels. Comparing job satisfaction between graduates from the two academic year, the results showed that three in ten items were statistically significant differences: appropriateness of income and job ( $p < .05$ ), facilitated environment ( $p < .01$ ), and chance of self development ( $p < .001$ ).

The correlation between the job satisfactions and job performances were found statistically significant ( $p < .001$ ) in almost every parts.