

**An Analysis of the Distribution of Job among Health Promotion Personnel;  
Sanitation and Prevention Personnel in Community Hospitals.**

**Abstract**

Health in the 21<sup>st</sup> century is concerned more on health delivery services in terms of quality, advantage and well being for the Thai citizen as new public health approaches. The strategy to achieve this destination has to start with the analysis of the infrastructure of health system including health promotion unit, sanitary and disease prevention unit and the paradigm shift of health situation. This research aims to achieve and analyse the member of health personnel resources in the mentioned unit with various hierarchy of bureaucratic system i.e., chief, academic personnel and health workers. The study emphasized on job recruitment, job description, job specification, step of work, flow of work, difficulty of work, work hour, ability to work, importance of work, frequency of work, outcome of work and mistakes of work. The result of the study will be used as the frame of basic data to serve the feasibility of deprivatization of bureau. The respondents were 399 health personnel from health promotion and sanitary and disease prevention unit including 80 directors of community hospitals (10, 30, 60, and 90 bedded-hospital respectively). The Stratified cluster random sampling was applied for the sample selection. The data was collected by self-administered questionnaires. The qualitative methodology was also conducted such as focus group, daily report for one month, in-depth interview and documentary reviews. Data analysis was performed by F-test, and inductive content analysis.

The result revealed that job recruitment for each position was not appropriate and affected the quality and quantities of work's achievement (98.7%). The chief administrator suggested regarding the problem solving on limitation of human resources, the potential of working groups of staffs should be strengthened more than this. The results of the job characteristic assessment revealed as follows: the importance of almost activated job was categorized as high level, the difficulty and frequency of practices on job were at moderate and low level respectively, but the mistakes of any practices were at low level; but the occupational health was identified too difficult for practices. However, the differences of job practices among those hospitals were statistically significant at 0.01 level. In application of various kind of knowledge to work for head officers and academic personnel; it showed that competency on cognitive aspect, relationship and performance

TE130701

aspects were found to be at a high level. The general health practice personnel modified data, things and persons to do jobs were categorized as high level.

Considering on working hour utilization of health personnel (or time allocation analysis), many of them, spent the time for performing health service and used much time for organization administration, but were rarely concerned about academic job aspect or conducting research for the development of health service system by themselves.

The readiness for health care and environmental health activities to Sub District (Tambon) Administrative Organization could be provided into four models i.e. self-reliance activities, being trained for skill before, partnership activities and doing activities alone by the ministry of public health officer.

The result of the study reflected the importance of systematic job analysis which would provide based line information to be used for proper management i.e. recruitment, job allocation, job prioritization, working hour utilization, minimizing job overlap, job integration for reengineering health services system for proper management of health and environment for the Thai citizen.