

Independent Study Title Job Attitudes of Nurses in Maharaj Nakorn
Chiang Mai Hospital
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M.B.A. Business Administration

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Abstract

The purpose of this study was to study the job attitudes, the relationship between job attitudes and personal factors (age, marital status, earnings, working experience, position level and work position), and compare the job attitudes of nurses in 8 nursing sections in the Nursing Service Department of Maharaj Nakorn Chiang Mai Hospital. The samples were 215 nurses in position levels 3, 4, 5 and 6 who were selected by stratified and systematic random sampling methods. The data collection instrument was a six-level rating scale questionnaire proposed in Herzberg's Dual Factor Theory. The hygiene factors consist of policy and administration, working relationships, salary and benefits, working conditions and personal life. The motivational factors consist of work itself, job achievement, job aspects, responsibility and opportunity for advancement. The data were analyzed by frequency, percentage, mean, standard deviation, multiple regression and analysis of variance.

The major findings were :

1. Overall job attitudes, attitudes in total hygiene factors and attitudes in total motivational factors of nurses in Maharaj Nakorn Chiang Mai Hospital were positive ranging from slightly satisfactory to satisfactory.

2. Overall job attitudes, attitudes in total hygiene factors and attitudes in total motivational factors of nurses in Maharaj Nakorn Chiang Mai Hospital were related to their personal factors (age, marital status, earning, working experience, position level and work position).

Regarding hygiene factors, only attitudes in policy and administration were related to nurses' personal factors. In motivational factors, only attitudes in opportunity for advancement were related to their personal factors at the significant level of 0.05.

3. Overall job attitudes, attitudes in total hygiene factors and attitudes in total motivational factors of nurses in Maharaj Nakorn Chiang Mai Hospital classified according to their working sections were different.

Regarding hygiene factors, they were different only in attitudes in policy and administration and attitudes in working conditions at the significant level of 0.05.