

Thesis Title The relationship between selected factors and morale of health care workers working with AIDS-risk behavior persons in Drug Abuse Clinics, Health Department, Bangkok Metropolitan.

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ABSTRACT

This research was conducted to study any relationships which has had an impact on the three aspects of the morale level; the feeling towards job, the feeling towards superior and the feeling towards colleagues, as well as to predict relationships between the morale level and these 3 factors; personal factor, administrative factors and environmental factor; reported by 98 Health Care Workers working with AIDS-Risk Behavior Persons in Drug Abuse Clinics, Health Department, Bangkok Metropolitan. The study was conducted by mean of a survey design. The two constructed questionnaires were developed and used for collecting the data. The data were analysed by using SPSS^{*} programme in terms of frequency distribution, mean, standard deviation, percentage, Chi-square, Pearson product moment correlation, Stepwise multiple regression and F-Test.

The results can be concluded as follows :

1. The mean of overall morale level of the Health Care Workers was found to be moderate ($X = 2.822$), as well as the feeling towards the job and the study also showed that the feeling towards their superior was moderate too. Obviously, the feeling towards colleagues was found to be high.

2. The relationship between the morale level and the three factors mentioned above indicated that :

2.1 Personal factors were not related to the overall morale but there were some Personal factors, working term and a risk of AIDS-infection, related to the feeling towards the job.

2.2 Administrative factors ; the leadership of superior, the special payment/welfare ,the chance of making progress of career and the sufficiency of medical equipments ; were statistically related to each of the three morale aspects and the overall morale level.

2.3 All of the Environmental factors were not related to the overall morale level or any morale aspects.

3. The analysis of Stepwise multiple regression in all health care workers indicated that :

3.1 Some personal factors ; working term , job description , a risk of AIDS-infection ; and an Administrative factor, the chance for making progress of career , were able to predict morale in feeling towards the job.

3.2 Some Administrative factors ; the leadership of superior and the special payment/welfare ; were able to predict morale in feeling towards the superior.

3.3 There was only one of administrative factors , the sufficiency of medical equipments , that able to predict morale in feeling towards colleagues.

3.4 Some Personal factors; job description ,a risk of AIDS-infection ; and some Administrative factors ;the leadership of superior , the chance for making progress of career ; were able to predict the overall morale level.

4. The analysis of stepwise multiple regression of health care workers who had a risk of AIDS-infection in their job indicated that :

4.1 One of Personal factors, job description; one of Administrative factors, the chance for making progress of career ; and an Environmental factor , the working-place environment ; were able to predict morale in feeling towards job

4.2 There was only one of Administrative factors , the leadership of superior,that able to predict morale in feeling towards the superior.

4.3 One of Administrative factors , the sufficiency of medical equipments, was able to predict morale in feeling towards colleagues.

4.4 A Personal factor , job description ; and an Administrative factor , the leadership of superior; were able to predict the overall morale level.

The administrators could be able to use these results in order to elevate the overall morale of health care workers. With regarding to promote the factors that effect on an each of morale aspect and to elevate the overall morale , the administrators should be considered these factors : the leadership of the superior , the chance for making progress and the special payment/welfare.