

Thesis Title	Effects of fit between Organizational expectation and Nursing Agency on Strain and Performance of Nurses in a University and a Private Hospital
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ABSTRACT

The purpose of this descriptive study were: 1) to examine the degree of fit between organizational expectations and nursing agency and resultant effects on strain, performance, and the potential direct link between fit and performance, 2) to compare the effect of the University and the Private hospital settings on nurses' perception of fit, perceive nursing agency, perceive organizational expectation, strain, and performance, 3) to compare nursing performance according to year of experience in practice of all registered nurses, and 4) to compare the effect of nursing deviation on nurse's perception of fit, strain and performance in Ramathibodi hospital.

Stratified random sampling were used, to select 277 and 76 registered nurses who work in Ramathibodi and a private hospital. All head nurses whose staffs were selected in the study, were also included. The two samples were similar with age and length of experience. Perceived nursing agency and organizational

expectation were measured by the questionnaire developed by Miller and Polentini, and modified by Marz (1988). The strain were measured by strain questionnaire developed by Lefebvre and Sandford (1985). Nursing performance were evaluated by head nurse using the scale developed by Marz (1988).

Results of the study were as follows: 1) Nurse's perception of fit between organizational expectations and nursing agency was not correlated with strain and performance, but the relationship between fit index score and strain was in the direction as predicted by the theory. Also the relationships between strain and performance could not be demonstrated. However, significant negative relationships were found between fit index score, salaries, and social support. The intention to leave the profession was correlated with the fit index and strain scores in that nurses who intended to leave the profession had poorer fit and higher strain than those who did not intend to leave the profession. 2) Nurses who work in this private hospital reported better fit, lower strain, and higher nursing agency than those who work at Ramathibodi hospital. However, nurses who work in Ramathibodi hospital were evaluated by the head nurse to have better nursing performance than nurses in this private hospital. 3) Nurses who had clinical experience over 5 years were evaluated on nursing performance higher than those who had experience under 5 years. 4) Pediatric nurses perceived better fit between organizational expectation and nursing agency than those from the department of surgery, obstetric-gynecology, and medicine, respectively. However, nurses from the five department reported no significance difference on level of strain. For nursing performance as evaluated by the head nurse, ophthalmological nurses had higher mean score than nurses from other four departments.