

Thesis Title	Motivational Factors of The Nurses in Quality Control Circle Activity, Nursing Department, Rajavithi Hospital
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Date of Graduation	28 May B.E.2535 (1992)

ABSTRACT

Quality control circle (Q.C.C.) is one of the important components of the nurse service for obtaining the objectives and the participative administration of an organization. Thus, the Cabinet has issued the quality circle as a strategic mean to improve quality and effectiveness of the job in the Seventh National Socio-Economic Plan.

The main objectives of this survey research were to study the relationships between demographic factor, predisposing, enabling and reinforcing factor and Q.C.C. activities and to compare their effects on the Q.C.C. activities. Predictive weight of these factors on Q.C.C. activities were also studied. The study sample was from 284 nursing staff, Nursing Department, Rajavithi Hospital who had been participated or not participated in the training program for Q.C.C. The research instruments were questionnaires which had been pre-test for discrimination power and reliability. The statistical treatments include frequencies, percentage, arithmetic mean, standard deviation, t-test, chi-square, and multiple classification analysis

The results of the study were as follows:

For demographic factors, marital status of nurses, age, and work experiences had a significant relationship with Q.C.C. activities ($P < 0.02$). While income of both groups the participated and non participated group, had no significant relation with Q.C.C. activity

For predisposing factors, the study found that perception of Q.C.C. had a significant relationship with Q.C.C. activities ($P = 0.05$). Nurses who participated in Q.C.C. activities group were likely to have higher perception to Q.C.C. than those in non participated group. However, attitude toward Q.C.C. were similar in both groups.

For the enabling factors, the study about supporting of organizational systems for Q.C.C. activities, had a significant relationship with Q.C.C. activities ($P < 0.0001$). Nurses who participated in the Q.C.C. activities group were significantly more likely to report receiving support from organization system than non participated group. But the organization climate had no significant relationship with Q.C.C. activities.

For reinforcing factors, the study found that the supporting and the assisting of Q.C.C. coordinating group had no significant relationship with Q.C.C. activities

Q.C.C. activities could be predicted or explained by predisposing, enabling and reinforcing factors. The contribution of these factors on Q.C.C. activities was only 6.4 percent. The most important factor was reinforcing factor followed by enabling and predisposing factors.