

Thesis Title            The Relationship between Job Satisfaction and  
                         Brain Drain Expectation among Specialist in  
                         Regional, General, and Community Hospitals

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Degree                  Master of Science (Public Health)  
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Date of Graduation      25 August B.E. 2535 (1992)

#### ABSTRACT

This research aimed to identify the relationship between job satisfaction and brain drain expectation among specialists in regional, general, and community hospitals of the Ministry of Public Health. A total of 450 physicians from three different levels of hospitals, 142 from 19 regional, 260 from 70 general, and 48 from 55 community hospitals were included in the study. Mailed questionnaires were used for data collection. There were 443 or 95.44 percent of questionnaires completed and returned for statistical analysis.

The findings indicated that the majority of specialists in regional, general, and community hospitals had moderate level of their overall job satisfaction. Their motivation and hygiene (maintenance) factors were also found to be within moderate level. However, the comparison among the overall job satisfaction of the three groups was shown to have no difference at the significant

level of 0.05. Regarding various motivators, it was found that recognition of their opinions would motivate them the most while the advancement was the least motivation factor. When taking hygiene factor into account, the status was stated to be the most important factor while salary was the least important one. However, the estimation from the study showed that there would be a high potential for brain drain problem during the next five years period (1992-1996). The most serious problem would occur in the community hospitals as compared to regional and general hospitals.

The negative relationship between job satisfaction and brain drain expectation was found in all type of hospitals at the significant level of 0.05. This negative correlation was also varied with age, overall work experience, and a number of years working as specialist.

With respect to the result of a multi-variate regression analysis to identify factors influencing the brain drain expectation of specialists, it was discovered that supervision and work condition were found to be predictable factors at a confident level of 18.98 percent in regional hospital. However, only work condition was valid as a predictable factor for brain drain in general hospitals at a confident level of 12.82 percent, and supervision was for community hospitals at a confident level of 30.98 percent.

The results of this research suggested that the Ministry of Public Health apply effective measures to solve the brain drain problem, especially in community hospital. Specific maintenance or hygiene factor should be reviewed and provided accordingly in order to check the brain drain expectation in the future.