

Thesis Title

The Opinions of Superiors, Subordinates  
and Head Nurses about Decision Making  
Abilities of Head Nurses in Ramathibodi  
Hospital.

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## Abstract

The objectives of this research were to study the decision making abilities of head nurses according to the opinions of superiors, subordinates and head nurses in Ramathibodi Hospital, to compare the levels of decision making abilities of head nurses according to the opinions of superiors with the opinions of subordinates and to study the relationships between the levels of decision making abilities and the characteristics of superiors, subordinates and head nurses namely; age, marital status, education, duration of working, working ward and administrative training. Further more, it also studied the decision making problems and obstacles and the means to solve them according to the opinions of head nurses. The data collection was undertaken by questionnaires to 26 superiors, 397 subordinates and 64 head nurses. The completed questionnaires returned for statistical analysis were 96.15 %, 96.87 % and 94.71 % respectively.

It was found that the decision making abilities of head

nurses according to the opinions of superiors were in the high level in average, according to the opinions of subordinates were in the moderate level in average, and according to the opinions of themselves were in the high level in average. When compared the mean levels between superiors' group and subordinates' group, it was found that the mean levels in superiors' group and subordinates' group had statistically significant difference ( $p < 0.05$ ) in planning, organizing, directing, controlling and all of them. The mean levels in subordinates' group were lower than in superiors' group in each aspect and all. The mean levels according to each population's characteristics namely; age, marital status, education, nursing ward, working duration and administrative training; in superiors' groups were found that age, marital status, education and administrative training had no statistically significant difference ( $p > 0.05$ ) except nursing ward and working duration, in subordinates' group were found that age, marital status, education, working duration and administrative training had no statistically significant difference ( $p > 0.05$ ) except nursing ward, in head nurses' group were found that age, marital status, education, nursing ward, working duration and administrative training had no statistically significant difference ( $p = 0.05$ ).

The major problems and obstacles about decision making of head nurses according to the opinions of themselves was about planning because they had no actual authorities in nursing administration and decision making, they couldn't adjust enough staff for nursing service because of the limitation of staff and budget.

The recommendations of this research were that the superiors should improve the administrative abilities of head nurses in any suitable means and should evaluate them occasionally. And also should promote subordinates' education in nursing administration to understand and well cooperate what the head nurses do.