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SINEENAT YAMLAOR: A MODEL ANALYSIS AND DEVELOPMENTAL
GUIDELINES FOR HEALTH SUPERVISION AT PROVINCIAL LEVEL IN ZONE 1. THESIS
ADVISOR: ROMSAI KLASOONTORN, Dr.P.H., THONGLAW DEJTHAI, D.H.Sc., PEERA
KRUGKRUNJIT, M.Sc. (Biostat.), CHUWIT LIKHITYINGVARA, M.D., M.P.H. 232 p.

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The purpose of this survey research is to analyze an existing model and to develop guidelines for health supervision at provincial level in Zone 1. A total of 430 health personnel including 120 supervisors and 310 supervisees were included and subjected to questionnaires. 406 completed questionnaires (94.4 %) were returned for statistical analysis in terms of percentage, mean, and standard deviation.

The results show that the structure had a direct line from the provincial public health office to DHCCs in rural and urban areas with officially appointed supervisors, and responsibilities assigned according to their capability. Strategies were determined and announced as policy with supervision plan and immediate feedback after supervision. The system consisted of forms and written reports of overall district activities. The administrative style emphasized the importance of people and work at a moderate level. Staff were adequate in number and work experience. Supervision skills of supervisors were moderate. Supervisory team and administrators together determined flexible shared value. The problems and obstacles were inadequate supervisory experience and self-development among supervisors and lack of decision-making ability among supervisees with limited participation. Administrators should focus on the importance and necessity of supervision by putting it as the main policy along with participatory approach for its continuity. Shared-value should be mutually formulated by consultation between supervisors, and supervisees.