

Thesis Title The Relationship Among Selected Factors and Role
Perception and Job Performance of The Head Nurses
at Community Hospitals in the North-East Region

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ABSTRACT

The Objective of this research was to study about the relationship among characteristics factors experience factors, hospital sizes, admitting rates quantities of personal in Department, role perception and job performance of head nurses. The sample was composed of 166 head nurses from community hospitals in the North-East region of Thailand. The questionnaires were used to collect the data and the data were analyzed by using the SPSS^X program. The statistics included : percentage, arithmetic mean, standard deviation, Chi-Square, Pearson Product Moment Correlation, and Stepwise Multiple Regression Analysis and Backward Elimination.

The results were found that role perception of the head nurses were 73.5% in middle level, 13.9% in low level and 12.7% in high level. About job performance level, there were 66.9% in middle level, 18.7% in low level and 14.5% in high level

There was a significantly correlation between age, work experience and role perception of head nurses. And there was a significantly correlation between size of the hospital, perception of service role, perception of administrative role and job performance of head nurses. The results of the Backward Elimination Analysis for role perception showed that 14.09% of the variance. The time in position and age were counted for two significant and the result of stepwise multiple regression analysis for job performance showed that 23.44% of the variance, perception of service role, perception of administrative role and perception of technical role were counted for three significant factors.

From this Study, the researcher has recommended that the department in hospitals community should support the head nurses for education and training in administrative of nursing department, and should have indication for the nurses who will be the head nurse must have maturity in age.