

Thesis Title The Relationships of Nursing Achievement,
Attitude toward Nursing Profession, Job
satisfaction and Performance of Graduated
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ABSTRACT

The objectives of this research were firstly, to study the level of graduated nurses's attitude toward nursing profession, job satisfaction and performance, secondly, to study the correlation between nursing achievement, attitude toward nursing profession, job satisfaction and their performance and, thirdly, to study how these factors could predict the effectiveness of their performance. The sample were 132 nurses who graduated from the Bachelor of Science Program in Nursing from Huachiew Chalermprakiet University in the academic year 1985-1990 and practiced clinical nursing in Huachiew Hospital for at least 6 months, 19 head nurses and 38 colleagues who work with the graduated nurses for at least 3 months. The research instruments were two questionnair forms. The first one was used to survey nurses' attitude toward nursing profession and job satisfaction. And the second one was used to evaluate nurses' performance by head nurses and their colleagues. The researcher received all of the questionnaires back. Data were analysed with SPSS/PC+ program. The statistics were presented in percentage, mean, standrad deviation, Pearson's

Product Moment Correlation Coefficient and the prediction of performance using Stepwise Multiple Regression Analysis.

The main results were as follow :

1. Graduated Nurses' attitude toward nursing profession was at good and moderate levels (53.0 percent and 47.0 percent respectively.

2. Most graduated nurses had job satisfaction at moderate level (71.2 percent). Satisfaction in job responsibility had the highest score ($\bar{x} = 4.06$). But satisfaction in salary and security had the lowest score ($\bar{x} = 2.50$).

3. Most graduated nurses had performance in moderate level (73.5 percent). Especially, ability in humans's relationship had the highest score ($\bar{x} = 3.62$). But ability in knowledge and research had the lowest score ($\bar{x} = 3.19$)

4. There was a significant correlation at 0.01 level between nursing achievement and performance. There was a significant correlation at 0.05 level between job satisfaction and performance. But nures's attitude toward nursing profession had no correlation with performance.

5. Nursing achievement, job satisfaction and attitude toward nursing profession were able to predict performance ability of graduated nurses at 16.26 percents.

The results of this study suggested that : the measurement and evaluation of nursing education should be more effective so that nursing achievement could demonstrate graduated nurses' performance correctly. In addition, student nurses' attitude toward nursing profession should be promoted throughout the academic years in order to accumulate good attitude toward professional nursing. For administration, the administors should consider the increasing of salary, welfare, security and advancement to increase satisfaction among the nurses. Thus, the performance of graduated nurses would be more effective.