

Thesis Title The Influence of Personal Characteristics,
Performance Ability and Leadership Styles of
the Health Centre Chiefs toward the
Discriminant Analysis of Primary Health
Care work

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ABSTRACT

The purpose of this research was to study the influences of personal characteristics, performance ability and leadership styles of the health centres' chiefs toward the discriminant analysis of primary health care work. The sample consisted of 217 health centres' chiefs in Suphanburi and Nakorn Pathom provinces. Two sets of questionnaires were used for data collection. The instrument was organized in three parts: personal characteristics, performance ability and leadership styles. The first set was for the health

centres' chiefs had reliability of 0.98 , 0.85 and 0.63 respectively. The second set was for the staff had reliability of 0.99, 0.91 and 0.99 respectively. In addition, a form to record primary health care work of the health centres' chief during the year B.E. 2531 was employed.

The findings were as follows:

1. The health centres' chiefs' performance ability as rated by themselves was at moderate level.
2. The health centres' chiefs' ; leadership styles were high both in initiating and consideration structures as rated by themselves /but they were rated low by their staffs.
3. The sex, income , working experience, training and health status of the health centres' chiefs were found to have no effect on their primary health care work. However, it was found that the health centres' chiefs in the age group of 20 - 29 years performed better than those in the age group of 50 - 60 years, also the health centre chiefs who were single had worked better than those who were married. (p - value < 0.05)
4. The performance ability and leadership styles of the health centres' chiefs had no effect on their primary health care work.
5. Through discriminant analysis ,it was found that age, income, marital status (single), health status , performance ability on administrative work, special ability and the leadership style (initiating struture) could significantly differentiate their primary health care work for high and

low levels. (p - value < 0.05) And the power to predict was 69.44 percent.

The findings suggested to improve performance ability and leadership styles of health centres' chiefs through in service training, continuing education as well as improving the system of supervision.