

Thesis Title The Relationship Between Personal
 Administrative Value System and
 Administrative Nurses in the Northern General
 Hospitals

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Abstract

The purposes of this study were to identify the personal administrative value systems, the behaviors and the difficulties in administration of the professional nurses in the northern general hospitals. The comparison was made on the personal administrative value systems among the professional nurses with different levels of education and on-the-job experiences. The association between personal administrative value systems and the administrative behaviors of the professional nurses were also measured. The population consisted of 164 professional nurses positioned as the Head Nurses in the northern general hospitals. The data were collected by administered questionnaires prepared by the researcher. The reliability value of the questionnaires

on personal administrative value system and the administrative behaviors were 0.92 and 0.96 respectively.

The results of the study were as following :

1. The professional nurses rated personal administrative values in the following orders (1) value of accountability (2) value of economy (3) value of efficiency (4) value of rationality (4) value of democracy (4) value of effectiveness (5) value of performance responsibility (6) value of equity (7) value of social responsibility (8) value of superior obedience.

2. The baccalaureate nurses and diploma nurses showed no differences in administrative value systems in general. But the baccalaureate nurses considered the value of effectiveness as more important but the value of efficiency and the value of equity as less important than the diploma nurses.

3. In general, the professional nurses who had longer experiences in a head nurse position revealed no differences in administrative value systems from those who had shorter experiences. But the shorter experienced rated the value of effectiveness at higher rank and the value of equity at lower rank while the longer experienced rated both values in opposite pattern and the differences were of statistical significance.

4. The professional nurses demonstrated high level of administrative behaviors as in the following orders : organizing budgetting, reporting, staffing, planning, directing, co-ordinating, health teamwork and nursing teamwork respectively.

5. The professional nurses with different education levels showed no statistical significant differences in their

administrative behaviors. Those who had furthered training or studying in nursing administration demonstrated higher planning scores and health teamwork scores than those who had no furthered training or studying.

6. The professional nurses of different-experience backgrounds revealed no significant difference in their administrative behaviors.

7. There was only small number of professional nurses who had administrative difficulties. The confronted difficulties were of similar nature such as personel problems, lack of opportunities for further studies and on the job training, lack of co-operation and conflicting problem among co-workers and limited resources.

8. The correlation between personal administrative value systems and administrative behaviors of the professional nurses was not of statistically significance. However, the correlation coefficients (Phi and contingency) were found at low level.