Thesis Title   Factors Influencing Working Life Span of the Professional Nurses Graduated from Lampang Nursing College

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Abstract

The purpose of this research was to study factors influencing working life span of the professional nurses graduated from Lampang nursing college. Samples were 255 nurses who graduated between 1982 to 1991. Samples were selected by using systemic random sampling. The questionnaire developed by the researcher was divided into 2 parts : part I - a personal data and part II - an opinion rating scale about job related factors including benefit, promotion, working condition, interpersonal relationship, administration, attitude towards working, recognition, achievement, responsibility and security. Content validity was examined by experts and reliability was obtained at

.95 for job related factors by means of Cronbach alpha coefficient. Data was analyzed by SPSS/PC+ program using frequency, percentage, mean, standard deviation, Pearson's product moment correlation coefficient, matrix correlation and stepwise multiple regression analysis.

The results of the study revealed that:

1. The mean of expected working life span of the professional nurses graduated from Lampang nursing college was 27.30 years.

2. The relationship between personal factors, age marital status, and expected working life span was statistically significant at the level of .001. The relationship between location, family responsibility and working life span was not found.

3. The relationship between job related factors: attitude towards working, achievement, benefit, promotion, interpersional relationship, recognition, working condition, security and expected working life span was statistically significant at the level of .05. The relationship between administration, recognition and working life span was not found.

4. The best predictors of expected working life span were age, attitude towards working, marital status and benefit. The relationship among these variables account for expected working life span was 11.69 percent, statistically significant at the level of .05.

Equation in raw score can be stated as follow :-

Working life span (years) = - 4.6 + .55 (age) + .32 (attitude towards working) + 2.84 (marital status) + .28 (benefit)