

THE ASSOCIATION OF ORGANIZATIONAL CLIMATE, TRANSFORMATIONAL LEADERSHIP AND LEARNING ORGANIZATION AS PERCEIVED BY PERSONNEL IN OFFICE UNDER THE DEPARTMENT OF DISEASES CONTROL, MINISTRY OF PUBLIC HEALTH

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ABSTRACT

The Department of Disease Control is an essential government institution which must realign their organizational goals in the attempt to establish itself as the National Health Authority in Disease Prevention and Control as per the concepts and guidelines created by the Ministry of Public Health. There is an urgent need to increase the abilities and potentials of personnel so they are able to adapt to modern technology and the organization needs that are necessary to developed it into a learning organization. This study was a cross-sectional research with the objective of investigating the association between personal characteristics, organizational climate, and transformational leadership while in the state of becoming a learning organization. Data were collected using questionnaires. The sample consisted of 663 personals who worked with the department. There were 83.0% of returned questionnaires. The data was collected from 19 June-31 July 2014. Chi-square and Regression Logical Analysis statistics were used for data analysis.

The study found that the overall image of the organizations under The Department of Disease Control was high in the aspect of being a learning organization ($\bar{x}=3.14$), organizational climate was at medium level ($\bar{x}=2.89$), transformational leadership was at high level ($\bar{x}=3.02$). Education level, organizational climate, and transformational leadership had an association with the status of being learning organization with statistical significance ($p<0.05$). The variables which were associated with being a learning organization with statistical significance ($p<0.05$) were organizational climate, conditioned agreement for success, standard working procedures, working responsibility, and transformational leadership in the aspect of intellectual stimulation. Thus the Department of Disease Control should increase the competency of the personnel by focusing on continuing education and training, develop performance evaluation, establish clear standard working procedures, promote the participation of personnel in strategic planning and vision formulation of the organization, develop a knowledge bank, and promote team working. Results suggest that this would enable the improvement of the organization leading to be a more efficient learning organization.

KEY WORDS: BEING THE LEARNING ORGANIZATION / ORGANIZATIONAL CLIMATE / TRANSFORMATIONAL LEADERSHIP

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