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VATCHAREE INTHRAPHUVASAK : A COMPARISON IN OPINIONS OF ADMINISTRATORS AND STAFF TOWARD THE IMPLEMENTATION SYSTEM IN THE PEDIATRIC NURSING DIVISION IN RAMATHIBODI HOSPITAL. THESIS ADVISOR : PIYATHIDA TRIDECH Dr.P.H., PEERA KRUEGKRUENJIT M.Sc., SUNTRAREE PANUTAT M.S. 148 p. ISBN 974-589-127-4

The Pediatric Nursing Division at Ramathibodi Hospital has been in operation for over two decades but it is staffed at 20% below the optimal limit. The main objective of this research was to compare the opinions of staff regarding the nursing system in this division. Three aspects of the pediatric nursing system were investigated : the administrative system, the service system and the educational and research system. A total of 28 administrators and 218 staff were subjected to self administered questionnaires. The data were analyzed by percentages, arithmetic means, standard deviations and t-test. It was found that the opinions of the target population toward the three pediatric nursing systems were at a medium level. No significant differences ( $p > 0.05$ ) were found between the administrators' and the staff's opinions on the three aspects of the system when analyzed together. There were significant differences between the opinions of the two groups on some items of the administrative system such as short planning ( $p = 0.020$ ), vision and mission of the nursing system ( $p = 0.006$ ), the number of personnel ( $p = 0.015$ ), out - patient setting, special clinic ( $p = 0.003$ ), in - patient unit ( $p = 0.004$ ), recruitment ( $p = 0.012$ ), job placement ( $p = 0.001$ ), benefit ( $p = 0.003$ ), discipline ( $p = 0.009$ ) and internal co - ordination ( $p = 0.026$ ). For the service system there were significant differences between the opinions of the two groups on some items such as out - patient service ( $p = 0.006$ ) and equipment ( $p = 0.004$ ). For the educational and research system there were significant differences between the opinions of the two groups on some items such as academic preparation ( $p = 0.044$ ), research ( $p = 0.013$ ), working groups teaching ( $p = 0.011$ ), teaching students ( $p = 0.001$ ) and research methodology ( $p = 0.014$ ). The results of this study suggest that the nursing system needs to be adjusted to provide more personnel and equipment, and to provide training programs for its personnel as well for other working groups.