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| Thesis Title | The Relationship Between Individual Factors Motivation and Job Satisfaction Among Chiefs of Health Promotion Sections in The Community Hospitals |
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ABSTRACT

The chief of health promotion section is frequently moving from one location to another location. These changes produce impact on efficiency and job processes. So the purposes of this research were to study the job satisfaction and motivation among chiefs of health promotion section in the community hospitals (CHPS), the relationship between individual factors, motivation and job satisfaction among CHPS, and also the effective factors to predict job satisfaction. The sampled population included 224 CHPS, who work in the community hospitals, ministry of public health chosen by cluster method. Data were collected using questionnaires constructed by the researcher. Statistics used in this study were Chi-square test, Pearson product moment Correlation and Stepwise multiple regression analyzed by SPSS for Windows program.

The result of the study showed that 77.2 and 90.6 percent of the CHPS had job satisfaction and motivation at moderate level. The factors that were positively related with job satisfaction of the CHPS were the individual factors such as age, education level, job experience, position-classification (p.c.), salary. Motivation related to job satisfaction were motivation-factors and hygiene-factors. The factors which could predict the job satisfaction of

the CHPS were motivation-factors, job experience and hygiene-factors. Together these three factors can predict CHPS job satisfaction about 31.56 percent.

The problems and troubles on role-practice were the inadequacy of the man-power when job responsibilities were enlarged, untimeliness and no quality in service because of problems in man-power, equipment problems both with inadequate amount and quality, lack of innovative knowledge in practice, lack of update knowledge about primary executive and documentary work, inadequate support in budget, vehicle and equipment.

The suggestion from this research was that if there is the requirement in increasing job satisfaction of the CHPS which would effect on the efficiency and effectiveness of job, for the usefullness of organization in many levels and populations, it should consider improving factors which influence job satisfaction : creation of the motivation-factor by promoting achievement, recognition, co-operation in work among the health promotion section and others, job enlargement, responsibility and advancement. Creation of the hygiene-factor by improving salary and service, information systems, which support the practice of the CHPS and decrease the CHPS's job stress. Attention should be paid to individual-factors, especially job experience, on election of the CHPS or if one wants to increase the CHPS's job-satisfaction one should consider the person who has high job experience to become the CHPS and create the motivation-factors and hygiene-factors. Problems reported by the CHPS should also be considered.