

Thesis Title The Analysis of Official Manpower in Hospital,
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ABSTRACT

The purpose of this research was to study the data base on manpower in the hospitals all over the country, being managed by the Office of the Permanent Secretary , Ministry of Public Health , by means of categorizing hospitals according to sizes and types and seperating the number of officers holding the actual position from the vacant ones in various professions according to regular limits for the purpose of development of data base and the establishment of Hospital Manpower Report Format derived from the Personnel Salary Account in computer as well as the comparison between the regular limit and the actual manpower in every line of work among different sizes and categories of hospitals in various provinces both near and

far from Bangkok. The example is in the budget year 1993, the officer hospitals under the Office of the Permanent Secretary, Ministry of Public Health, had a total of 68,949 positions of employment. The material used for this study was Official Manpower Regulations Documentation, Personnel Salary Account Book, computer systems in Computer Center of Public Health Policy and Planning, Office of the Permanent Secretary, Ministry of Public Health, including data forms of researchers as well as other valuable data advised by learned professors. The evaluation of data was performed by revealing percentage of frequency and comparing of actual existing manpower of every profession with manpower regulations in hospitals nationwide, under the Office of the Permanent Secretary, Ministry of Public Health by means of the chi-square method and finding contingency coefficient at 0.05 level of statistical significance. The results revealed as follows :

1. Development of data base and determination of presentation method of Hospital Manpower Report obtained from Hospital Personnel Salary Account in the computer was performed by increasing the manpower. The status of duty and performance can be analysed how for difference between the actual existing position and the manpower regulation. The officers perform their duties corresponding to the position of employment as well as the status of the position being either vacant or filled, and these will be real benefit to administrators of hospital personnels.

2. The actual of manpower of hospitals under the Office of the Permanent Secretary, Ministry of Public Health showed 68,949 positions being a percentage of 50.37 against the limit allowed 135,532 positions. Most positions were of professional nurses, technical nurses and medical doctors, all numbering 22,067, 17,437 and 5,713 and being a percentage of 48.95, 44.36 and 48.86 against

the stipulated limit of 45,077, 39,308 and 11,692.

3. Comparison of manpower of hospitals under the Office of the Permanent Secretary , Ministry of Public Health revealed that the actual number of personnel of hospitals in every region as compared with the number of positions stipulated differed in accordance with the type , size , location and distance near and far from Bangkok. If considered from the contingency coefficient, the relation of them was low level between 0 to 0.20.

Research results are applicable in hospital manpower planning and development. There should be further studies regarding the level of progress and loss of personnel in every profession for improving hospital planning and development.