

Thesis Title: Relationship between Alienation and Job Performance of Health Center Personnel in Prachinburi Province.

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ABSTRACT

Alienation among health center personnel in Prachinburi province was the focus of this study. Determination of the relationships between alienation and the association of background and structural factors as well as job performance for a staff of 264, from a total of 139 health centers was obtained through the use of mailed questionnaires.

This data revealed that background factors such as; sex, age, and tenure were not significantly related to a sense of alienation. Structural factors such as, participation, autonomy, formalization and routinization were significantly related to alienation ($P < 0.006$)

Other results obtained from the study demonstrated that a sense of alienation was not significantly related to job performance. However, it was found that powerlessness and meaninglessness were not significantly tied to job performance, but normlessness and social isolation were significantly related to job performance ($P < 0.01$).

Consequently, it is felt that this research could be used for improving work structural factors (e.g.) participation, autonomy, formalization and routinization, as well as for follow-up and evaluation of health center personnel performance.