Appendix A

Questionnaire (English Version)

Questionnaire (English Version)

No............................   Place...............................

Instructions: This questionnaire is part of PhD. Dissertation at Ramkhamhaeng University. The purpose of this research is to study the effect of job satisfaction on professional nurses in public hospitals in southern Thailand. Please answer all questions in as truthful a manner as possible in order to benefit this study.

Section 1 - Demographic Information

Instructions: For the following items, please complete each item as best you can by checking ☑ the number that applies to you or by filling in the blanks.

1) What is your gender?

☐ 1) Male

☐ 2) Female

2) What is your age?

☐ 1) 21-30 years

☐ 2) 31-40 years

☐ 3) 41-50 years

☐ 4) 51-60 years

3) What is your current status of employment?

☐ 1) Full-tine

☐ 2) Part- time

4) How many years have you worked in this type of job?

☐ 1) < 1 years

☐ 2) 1-10 years

☐ 3) 11-20 years

☐ 4) > 20 years

5) How many years have you worked in your current organization?

☐ 1) < 1 years

☐ 2) 1-10 years

☐ 3) 11-20 years

☐ 4) > 20 years

6) What is your marital status?

☐ 1) Single

☐ 2) Married

☐ 3) Divorced/separated

☐ 4) Divorced/remarried

7) Currently which is your highest level of education?

☐ 1) Bachelor's of Science degree (nursing)

☐ 2) Bachelor's degree (other than nursing)

☐ 3) Master's degree (nursing)

☐ 4) Master's degree (other than nursing)

☐ 5) Doctoral degree (nursing)

☐ 6) Doctoral degree (other than nursing)

☐ 7) Other (please list them)……………………………..

8) In which area are you working?

    ☐ 1) Phuket

    ☐ 2) Phangnga

    ☐ 3) Krabi

9) How many beds are there in your hospital?

    ☐ 1) 100-200 beds

    ☐ 2) 201-500 beds

    ☐ 3) > 500 beds

10) How much is your income per month?

    ☐ 1) < 10,000 ฿

    ☐ 2) 10,001-20,000 ฿

    ☐ 3) 20,001-30,000 ฿

    ☐ 4) 30,001-40,000 ฿

    ☐ 5) > 40,000 ฿

Section 2 - The attitude or opinion of professional nurses regarding Corporate Ethical Values

Instructions: For the following items, please complete each item as best you can by circling the number that comes closest to reflecting your opinion about it.

No	Instructions: PLEASE CIRCLE THE NUMBER THAT COME CLOSEST TO REFLECTING YOUR OPINION ABOUT IT.	The level of attitude or opinion				
		Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
1	Managers in my company often engage in behavior that I consider to be unethical.	1	2	3	4	5
2	In order to succeed in my company, it is often necessary to compromise one's ethics.	1	2	3	4	5
3	Top management in my organization has let it be known in no uncertain terms that unethical behavior will not be tolerated.	1	2	3	4	5
4	If a manager in my company is discovered to have engaged in unethical behavior that results primarily in personal gain (rather than corporate gain), he or she will be promptly reprimanded.	1	2	3	4	5
5	If a manager in my company is discovered to have engaged in unethical behavior that results primarily in corporate gain (rather than personal gain), he or she will be promptly reprimanded.	1	2	3	4	5

Section 3 - The attitude or opinion of professional nurses regarding

commitment between nurses and their respective organizations

Instructions: In the following items, please complete each item as best

you can by circling the number that comes closest to reflecting your opinion

about it.

No	Instructions: PLEASE CIRCLE THE NUMBER THAT COME CLOSEST TO REFLECTING YOUR OPINION ABOUT IT	The level of attitude or opinion				
		Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
1	I am willing to exert a great deal of effort beyond that normally expected in order to help this organization to be successful.	1	2	3	4	
2	I talk up the organization to my friends as a great organization to work for.	1	2	3	4	
3	I would accept almost any type of job assignment in order to keep working for this organization.	1	2	3	4	
4	I find that my values and the organization's values are very similar.	1	2	3	4	
5	I am proud to tell others that I am part of this organization.	1	2	3	4	
6	This organization really inspires the very best in me in the way of job performance.	1	2	3	4	
7	I am extremely glad that I chose this organization to work for over others I was considering at the time I joined.	1	2	3	4	
8	I really care about the fate of this organization.	1	2	3	4	

No	Instructions: PLEASE CIRCLE THE NUMBER THAT COME CLOSEST TO REFLECTING YOUR OPINION ABOUT IT	The level of attitude or opinion				
		Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
9	For me, this is the best of all possible organizations for which to work.	1	2	3	4	5
10	I would be very happy to spend the rest of my career with this organization.	1	2	3	4	5
11	I really feel as if this organization's problems are my own.	1	2	3	4	5
12	I do not feel like "part of the family" at my organization. (R)	1	2	3	4	5
13	I do not feel "emotionally attached" to this organization. (R)	1	2	3	4	5
14	This organization has a great deal of personal meaning for me.	1	2	3	4	5
15	I do not feel a strong sense of "belonging" to my organization. (R)	1	2	3	4	5

Section 4 - The attitude or opinion of professional nurses regarding job satisfaction

Instructions: In the following items, please complete each item as best you can by circling the number that comes closest to reflecting your opinion about it.

No	Instructions: PLEASE CIRCLE THE NUMBER THAT COME CLOSEST TO REFLECTING YOUR OPINION ABOUT IT.	The level of attitude or opinion				
		Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
1	In general, I like working at (Hospital X)	1	2	3	4	5
2	In general, In don't like my job. (R)	1	2	3	4	5
3	All in all, I am satisfied with my job.	1	2	3	4	5

Section 5 - The attitude or opinion of professional nurses regarding perceived organizational support

Instructions: In the following items, please complete each item as best you can by circling the number that comes closest to reflecting your opinion about it.

No		The level of attitude or opinion				
		Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
1	The organization values my contribution to its well-being	1	2	3	4	5
2	The organization fails to appreciate any extra effort from me.	1	2	3	4	5
3	The organization would ignore any complaint from me.	1	2	3	4	5
4	The organization really cares about my well-being.	1	2	3	4	5
5	Even if I did the best job possible, the organization would fail to notice.	1	2	3	4	5
6	The organization cares about my general satisfaction at work.	1	2	3	4	5
7	The organization show very little concern for me.	1	2	3	4	5
8	The organization takes pride in my accomplishments at work.	1	2	3	4	5

Appendix B

Questionnaire (Thai Version)

แบบสอบถาม

ชุดที่......................... สถานที่เก็บข้อมูล..............................

ข้อชี้แจง แบบสอบถามชุดนี้เป็นส่วนหนึ่งของการทำวิทยานิพนธ์ ในระดับ
ปริญญาเอก มหาวิทยาลัยรามคำแหงเพื่อศึกษาปัจจัยที่มีผลทำให้พยาบาลวิชาชีพมีความ
พึงพอใจในการทำงาน ในโรงพยาบาลของรัฐในภาคใต้ของประเทศไทย จึงใคร่ขอความ
ร่วมมือจากท่านตอบแบบสอบถามทุกข้อตามความเป็นจริงเพื่อนำผลที่ได้ไปใช้
ประโยชน์ทางการศึกษา

แบบสอบถามส่วนที่ 1 คำชี้แจง: กรุณาตอบคำถามหรือทำเครื่องหมาย ☑
หน้าข้อความที่ต้องการเลือกซึ่งตรงกับลักษณะของท่าน ตามความเป็นจริงในปัจจุบัน

1) เพศของท่าน

☐ 1) ชาย

☐ 2) หญิง

2) อายุของท่านในปัจจุบัน

☐ 1) 21-30 ปี

☐ 2) 31-40 ปี

☐ 3) 41-50 ปี

☐ 4) 51-60 ปี

3) สถานภาพในการทำงานของท่าน

☐ 1) ทำงานเต็มเวลา

☐ 2) ทำงานไม่เต็มเวลา

4) ท่านมีประสบการณ์ในการทำงานที่โรงพยาบาลแห่งนี้เป็นเวลากี่ปี

☐ 1) < 1 ปี

☐ 2) 1-10 ปี

☐ 3) 11-20 ปี

☐ 4) > 20 ปี

5) ท่านมีประสบการณ์ในการทำงานในอาชีพพยาบาลเป็นเวลากี่ปี

☐ 1) < 1 ปี

☐ 2) 1-10 ปี

☐ 3) 11-20 ปี

☐ 4) >20 ปี

6) สถานภาพสมรสของท่าน

☐ 1) โสด

☐ 2) แต่งงาน

☐ 3) หย่า/แยกทาง

☐ 4) หย่า/แต่งงานใหม่

7) การศึกษาสูงสุดของท่านในปัจจุบัน

☐ 1) ปริญญาตรี (พยาบาลศาสตร์)

☐ 2) ปริญญาตรี (สาขาอื่น ๆ)

☐ 3) ปริญญาโท (พยาบาลศาสตร์)

☐ 4) ปริญญาโท (สาขาอื่น ๆ)

☐ 5) ปริญญาเอก (พยาบาลศาสตร์)

☐ 6) ปริญญาเอก (สาขาอื่น ๆ)

☐ 7) อื่น ๆ โปรดระบุ.................................

8) ท่านทำงานที่โรงพยาบาลทั่วไปประจำจังหวัดใด

☐ 1) ภูเก็ต

☐ 2) พังงา

☐ 3) กระบี่

9) จำนวนเตียงผู้ป่วยในโรงพยาบาลที่ท่านทำงาน

☐ 1) 100-200 เตียง

☐ 2) 201-500 เตียง

☐ 3) > 500 เตียง

10) ท่านมีรายได้ในการทำงานในโรงพยาบาลแห่งนี้เดือนละเท่าใด

☐ 1) < 10,000 บาท

☐ 2) 1 0,001-20,000 บาท

☐ 3) 20,001-30,000 บาท

☐ 4) 30,001-40,000 บาท

☐ 5) > 40,000 บาท

แบบสอบถามส่วนที่ 2: แบบสอบถามเพื่อวัดทัศนคติ หรือ ความคิดเห็น ของพยาบาล
วิชาชีพต่อคุณค่าของจริยธรรมในองค์กร

ข้อ	คำชี้แจง: กรุณาอ่านข้อความ และทำเครื่องหมาย ◯ ลงในช่องท้ายข้อความซึ่งตรงกับทัศนคติ หรือ ความคิดเห็น ของท่านมากที่สุดเพียงข้อละ 1 เครื่องหมาย	ระดับของทัศนคติ หรือ ความคิดเห็น				
		ไม่เห็นด้วยอย่างสูง	ไม่เห็นด้วย	ไม่แน่ใจ	เห็นด้วย	เห็นด้วยอย่างสูง
1	บ่อยครั้งที่หัวหน้าพยาบาล (หัวหน้าแผนก) ในโรงพยาบาลของฉันแสดงพฤติกรรมที่ไม่มีจริยธรรม	1	2	3	4	5
2	เพื่อให้โรงพยาบาลแห่งนี้ประสบความสำเร็จ โรงพยาบาลจำเป็นต้องยอมทำผิดจริยธรรมอย่างน้อย 1 จริยธรรม	1	2	3	4	5
3	ผู้อำนวยการในโรงพยาบาลของฉัน จะไม่อดทน เมื่อพบว่าพนักงานในโรงพยาบาลแสดงพฤติกรรมที่ไม่มีจริยธรรม (R)	1	2	3	4	5
4	ถ้าหัวหน้าพยาบาล (หัวหน้าแผนก) ในโรงพยาบาลที่ฉันทำงานอยู่ มีพฤติกรรมที่ไร้จริยธรรม ซึ่งเป็นผลทำให้ได้รับประโยชน์ (ส่วนตัว มากกว่าส่วนรวม) หัวหน้าพยาบาล (หัวหน้าแผนก) จะทำเป็นเฉยเมย (ไม่สนใจ) ต่อการกระทำที่ผิดจริยธรรมของตนเอง	1	2	3	4	5
5	ถ้าหัวหน้าพยาบาล(หัวหน้าแผนก)ในโรงพยาบาลที่ฉันทำงานอยู่ มีพฤติกรรมที่ไร้จริยธรรม ซึ่งเป็นผลทำให้ได้รับประโยชน์ (ส่วนรวมมากกว่าส่วนตัว) หัวหน้าพยาบาล (หัวหน้าแผนก) จะแสดงออกอย่างภูมิใจว่าเป็นผลงานของตนเอง	1	2	3	4	5

แบบสอบถามส่วนที่ 3: แบบสอบถามเพื่อวัดทัศนคติ หรือ ความคิดเห็น ของพยาบาล
วิชาชีพต่อการเป็นส่วนหนึ่งขององค์กร และทำงานเพื่อบรรลุเป้าหมายที่องค์กรกำหนด

ข้อ	คำชี้แจง: กรุณาอ่านข้อความ และทำเครื่องหมาย ◯ ลงในช่องท้ายข้อความซึ่งตรงกับทัศนคติ หรือ ความคิดเห็น ของท่านมากที่สุดเพียงข้อละ 1 เครื่องหมาย	ระดับของทัศนคติ หรือ ความคิดเห็น				
		ไม่เห็นด้วยอย่างสูง	ไม่เห็นด้วย	ไม่แน่ใจ	เห็นด้วย	เห็นด้วยอย่างสูง
1	ฉันเต็มใจที่จะช่วยโรงพยาบาลที่ฉันทำงานอยู่ให้ประสบความสำเร็จตามที่องค์กรคาดหวัง	1	2	3	4	5
2	ฉันกล้าที่จะบอกเพื่อนของฉันว่าโรงพยาบาลที่ฉันทำงานอยู่ เป็นองค์กรที่ดีมาก	1	2	3	4	5
3	ฉันยอมทำงานทุกอย่างที่โรงพยาบาลมอบหมาย เพื่อที่ฉันจะได้ทำงานในโรงพยาบาลนี้ต่อไป	1	2	3	4	5
4	ฉันพบว่าเป้าหมายของฉันและองค์กรคือเป้าหมายเดียวกัน	1	2	3	4	5
5	ฉันภาคภูมิใจที่จะบอกบุคคลอื่นว่าฉันเป็นส่วนหนึ่งขององค์กรแห่งนี้	1	2	3	4	5
6	โรงพยาบาลแห่งนี้ให้แรงบันดาลใจในการทำงานอย่างมากสำหรับฉัน ในการที่ฉันจะทำงานให้บรรลุความสำเร็จ	1	2	3	4	5
7	ฉันดีใจมากที่สุด ที่ฉันได้เลือกทำงานในโรงพยาบาลแห่งนี้ มากกว่าโรงพยาบาลอื่นที่ฉันเคยร่วมงาน	1	2	3	4	5
8	ฉันมีความห่วงใยโรงพยาบาลแห่งนี้เป็นอย่างมาก ถ้าโรงพยาบาลแห่งนี้ประสบกับชะตากรรม (ผลในทางที่ไม่ดี)	1	2	3	4	5
9	สำหรับฉันโรงพยาบาลแห่งนี้เป็นองค์กรที่ดีที่สุด สำหรับการทำงาน	1	2	3	4	5
10	ฉันมีความสุขอย่างมากในการใช้ช่วงเวลาที่เหลือในชีวิตการทำงานของฉัน ในการทำงานให้โรงพยาบาลแห่งนี้	1	2	3	4	5

ข้อ	คำชี้แจง: กรุณาอ่านข้อความ และทำ เครื่องหมาย ◯ ลงในช่องท้ายข้อความซึ่ง ตรงกับทัศนคติ หรือ ความคิดเห็น ของท่าน มากที่สุดเพียงข้อละ 1 เครื่องหมาย	ระดับของทัศนคติ หรือ ความคิดเห็น				
		ไม่เห็นด้วย อย่างสูง	ไม่เห็น ด้วย	ไม่ แน่ใจ	เห็น ด้วย	เห็นด้วย อย่างสูง
11	ฉันมีความรู้สึกว่าปัญหาของโรงพยาบาล แห่งนี้เป็นปัญหาของฉัน	1	2	3	4	5
12	ฉันไม่มีความรู้สึกว่าโรงพยาบาลแห่งนี้ "เป็นส่วนหนึ่งของครอบครัว" (R)	1	2	3	4	5
13	ฉันไม่มีความรู้สึก "ผูกพัน" กับโรงพยาบาล แห่งนี้ (R)	1	2	3	4	5
14	โรงพยาบาลแห่งนี้มีความหมายสำหรับฉัน มาก	1	2	3	4	5
15	ฉันไม่มีความรู้สึกว่าฉันเป็น "สมบัติที่มีค่า" ของโรงพยาบาลแห่งนี้ (R)	1	2	3	4	5

แบบสอบถามส่วนที่ 4: แบบสอบถามเพื่อวัดทัศนคติ หรือ ความคิดเห็น ของพยาบาล วิชาชีพต่อความพึงพอใจในการทำงาน

ข้อ	คำชี้แจง: กรุณาอ่านข้อความ และทำ เครื่องหมาย ◯ ลงในช่องท้ายข้อความซึ่ง ตรงกับทัศนคติ หรือ ความคิดเห็น ของท่าน มากที่สุดเพียงข้อละ 1 เครื่องหมาย	ระดับของทัศนคติ หรือ ความคิดเห็น				
		ไม่เห็นด้วย อย่างสูง	ไม่เห็น ด้วย	ไม่ แน่ใจ	เห็น ด้วย	เห็นด้วย อย่างสูง
1	โดยทั่วไป ฉันชอบทำงานที่โรงพยาบาล แห่งนี้	1	2	3	4	5
2	โดยทั่วไป ฉันไม่ชอบงานที่ฉันทำ (R)	1	2	3	4	5
3	ฉันพึงพอใจในงานของฉัน	1	2	3	4	5

แบบสอบถามส่วนที่ 5: แบบสอบถามเพื่อวัดทัศนคติ หรือ ความคิดเห็น ของพยาบาล
วิชาชีพต่อการยอมรับการสนับสนุนขององค์กร

ข้อ	คำชี้แจง: กรุณาอ่านข้อความ และทำเครื่องหมาย ◯ ลงในช่องท้ายข้อความซึ่งตรงกับทัศนคติ หรือ ความคิดเห็น ของท่านมากที่สุดเพียงข้อละ 1 เครื่องหมาย	ระดับของทัศนคติ หรือ ความคิดเห็น				
		ไม่เห็นด้วยอย่างสูง	ไม่เห็นด้วย	ไม่แน่ใจ	เห็นด้วย	เห็นด้วยอย่างสูง
1	โรงพยาบาลให้ความสำคัญกับฉัน ในด้านสวัสดิภาพหรือความเป็นอยู่ที่ดี	1	2	3	4	5
2	โรงพยาบาลแห่งนี้ล้มเหลวในการยกย่องฉัน ในขณะที่ฉันมีความพยายามและทุ่มเทในการทำงานอย่างหนัก	1	2	3	4	5
3	โรงพยาบาลแห่งนี้ทำเพิกเฉยต่อฉันในขณะที่ฉันทำตามความต้องการขององค์กรอย่างเต็มความสามารถ	1	2	3	4	5
4	โรงพยาบาลแห่งนี้สนใจอย่างเต็มที่ ที่จะดูแลฉันในด้านความเป็นอยู่ที่ดี	1	2	3	4	5
5	โรงพยาบาลล้มเหลวในการสังเกตุการทำงานของฉัน ถึงแม้ว่าฉันจะทำงานที่ได้รับมอบหมายอย่างดีที่สุดแล้วก็ตาม	1	2	3	4	5
6	โรงพยาบาลให้ความสำคัญเกี่ยวกับความพึงพอใจในการทำงานของฉัน	1	2	3	4	5
7	โรงพยาบาลแสดงออกถึงความสัมพันธ์กับฉันน้อยมาก	1	2	3	4	5
8	โรงพยาบาลแสดงความภูมิใจกับฉันเมื่อฉันทำงานได้บรรลุเป้าหมาย	1	2	3	4	5

Appendix C

Questionnaire (expert's recommends)

The content expert's recommends are following:

Changing the word "manager" to be "head of nurses" in corporate ethical values questionnaire item#1, 4, and 5

Change the word "company" to be "hospital" in corporate ethical values questionnaire item#1, 2, 4, and 5. And Michigan Organizational Assessment Questionnaires (MOAQ)-Job Satisfaction Subscale (JSS) item# 1.

Change the word "organization" to be "hospital" in corporate ethical values questionnaire item#3. And organizational commitment questionnaire item#1, 2, 3, 4, 5, 6, 7, 8, and 9. And affective commitment questionnaire item#1, 2, 3, 4, 5, and 6. And perceived organizational support questionnaire item#1, 2, 3, 4, 5, 6, 7, and 8.

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