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VILAY PHOUTHALATH: LEADERSHIP STYLE AND WORK
DEVELOPMENT VALUE OF PROVINCIAL HEALTH ADMINISTRATORS IN
LAO PEOPLE'S DEMOCRATIC REPUBLIC. THESIS ADVISERS:
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In Lao P.D.R., provincial health administrators are key officers who play major roles in solving health problems of the country. The 5th national conference focused on the need for human resource development policy. It is, therefore, necessary to obtain base line information on the administrators' knowledge and experiences. The purpose of this survey research is to study the socio-demographic characteristics, leadership styles and work development values of administrators, and to examine the relationships between these factors. A total of 47 provincial health officers were included in the study. Data was collected from subjects by using structured questionnaire. Descriptive and analytical statistics were applied to analyze the data.

It is found that most of the officers (97.9%) were males with bachelor degree (78.7%). Most were in the 40-49 years age group, were married, and had an average of 5.36 dependents. Almost all of the officers were medical doctors (93.6%) though a few pharmacists (6.4%). A little more than a half (53.2%) obtained their higher education from abroad. Officers all had over 10 years of work experience. Most of them (91.1%) had attended management training courses with 4.80 years of experiences in this present post. The officers exhibited more relation motivated style (53.2%) than task motivated style (46.8%) with good leader-member relationship (80.9%), high task structure (93.6%), and strong position power (100%). Their output performances, obtained by Feidler's analysis theory, were more poor (53.2%) than good (46.8%). Most of the officers (83%) had management development values along with some (17%) organization development values. However, only duration of current position and management training experience were significantly associated with leadership styles at $p < 0.05$. Also, only number of dependents was significantly associated with task structure.

It is suggested from the study that government put a special focus on management training along with incentive motivation to enhance the output performance of provincial health administrators.