

Thesis Title	Nurses' Resignation From Profession in the Context of Labor Process and Gender Relations : A Case Study in a Private Hospital in Bangkok
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ABSTRACT

The purpose of this study was to find out the causes of nurses' resignation from the profession in the context of labor process and gender relations in a private hospital in Bangkok. Qualitative method was employed. Data was collected by in-depth interview and observation. The sample size was 25 nurses, 10 of which already resigned from profession, the target group, and 15 nurses who had intention to resign from profession. The primary survey by questionnaires found that 87.25 percent had intention to resign from the hospital and their profession due to the fact that the hospital didn't pay bonus, they received low salary and overtime payment. Reasons of resignation from the profession were : no time to take care of the families or contact with friends and high risk of contacting diseases such as AIDS, hepeticis.

The results demonstrated that the pattern of labor process was the cause of nurses' resignation from the profession in three forms of : 1) work control by hospital's rules and regulations, hierarchical system, seniority system,

employment system, and management system. Nurses didn't have freedom to express their idea or perform their work and felt stifled or hurt in some way; 2) work process by shiftwork system and rotating system. Nurses perceived that the administration of the hospital had intention to oppress and exploit them by using two systems for increasing productivity; 3) work environment. The administration of the hospital had not done anything to improve the working conditions. Nurses had to confront low appropriate method of preventive system in the physical environment which risked contact with infectious disease. And nursing task was highly responsible task, while routine working didn't develop nurses' intellectually, including no advancement in the career. This generated the feeling of stress, boredom and discouragement. Besides, working relationship between nurses there was a hostile climate which related to seniority system. Senior nurses oppressed and exploited junior nurses. In the context of gender relations it was found that male dominance ideology had been existing and influencing female nurses but there was low awareness about male's oppression, and exploitation, so a few nurses perceived that their status was inferior than physicians because of gender. And nurses had actually experienced sexual harassment by male physicians, male patients, and male relatives. Thai tradition and culture had defined nursing profession to be female occupation and forced the daughters to study nursing, therefore gender relations was the cause of nurses' resignation from the profession. Besides, professional relationship between nursing profession and medical profession it was found that medical dominance was also the cause of nurses' resignation from the profession. The status and position of nurses was inferior than physicians due to nurses lacking autonomy in working, they had to work under physicians' control and order. Physicians didn't respect nurses and treated them as servants, followers, or subordinators. Nurses had experienced verbal abuse and had been verbally insulted by both female and male physicians. And also nurses' income was lesser than physicians due to profession based on knowledge. These generated

the feeling of dissatisfaction, frustration, depression, exhaustion, oppression and inferiority which led them to leave the profession. Thus the causes of nurses' resignation from the profession were the pattern of labor process, gender relations and professional relationship.