

3737645 PPHI/M : MAJOR : HEALTH ADMINISTRATION; M.Sc. ( PUBLIC HEALTH )

KEY WORD : PROBLEM ANALYSIS / HEALTH SUPERVISORS

NANTANA WONGSAWAN : AN ANALYSIS OF HEALTH SUPERVISION  
PROBLEMS FOR THE DEVELOPMENT OF PROVINCIAL HEALTH SUPERVISORS IN  
REGION 8. THESIS ADVISOR : ROMSAI KLASOONTORN, Dr.P.H., PEERA KRUGKRUNJIT,  
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ISBN 974-589-316-1

Major problems in provincial health supervision include a lack of planning and supervisory skills. The main objective of this study was to analyze related supervision problems for the development of provincial health supervisors in region 8. The 7-S Framework of McKinsey was used to analyze the situation of supervision and problems associated with provincial health supervisors. Data was accumulated by document analysis, structured interviews and questionnaires. The sample included 111 provincial health supervisors and 94 sub-provincial health supervisees from region 8. Of the 205 self-administered questionnaires, 189 (92.2%) were returned. The data was analyzed by percentages, means, standard deviations and t-test.

Research results indicated that in most cases the provincial health supervision situation was being conducted in region 8 as defined by policy. Interaction and 2 - way communication was being practiced. Causes for disappointment with the supervisory plan were: lack of vehicles and an overload of supervisory tasks. In most cases the supervisor's style was characterized as benevolent authoritative. The three measured skills of the supervisors were most commonly rated at a medium level. Most of the supervisors had never received supervisor training and did not share the same realistic values. The opinions of the supervisors and the supervisees were found to be significantly different ( $p=0.004$ ). The supervisors feel that the executive supervisors should practice annual planning which clearly and openly defines supervision objectives. Supervisees feel that executive supervisors should have more skills in communication and evaluation. This study suggests that executives put more emphasis on the development of supervisory human relations skills and techniques of presentation / interaction. Each supervisor must be able to supervise in many fields.