

Abstract

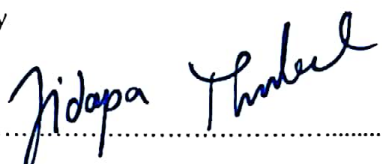
Title : Management Factors Affecting the Retention of Scarce Professional Nurse in Regional Hospitals under the Supervision of the Public Health Permanent Secretary Office

By : Pol.Col. Kittiya Chutchawanchanakij

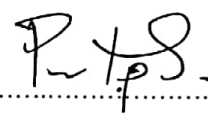
Degree : Doctor of Philosophy

Major : Management

Thesis Advisers :



 (Assistant Professor Dr. Jidapa Thirasirikul, Ph.D.)



 (Adjunct Professor Porntep Siriwanarangsun, M.D, Ph.D.)

.....
 29 / July / 2017

The objectives of this research were to study 1) the current state of the retention management of scarce professional nurse in regional hospitals under the supervision of the public health permanent secretary office. 2) management factors affecting the retention of scarce professional nurse in regional hospitals under the supervision of the public health permanent secretary office, and 3) to develop recommendations for the management of the retention of scarce professional nurse in regional hospitals under the supervision of the public health permanent secretary office. The methodology of this research was mainly Quantitative. Data collection was compiled through questionnaires. Samples were 504 professional nurses in regional hospitals under the supervision of the public health permanent secretary office. The statistical techniques were employed to analyze data included descriptive and inferential statistics by utilizing structural equation model for hypothesis testing. Qualitative data collection was compiled through in-depth interview.

The results of the study showed that the current retention of professional nurse derived from profession ideology reason which had the mean score at the highest level. The average opinions of factors affecting the retention of professional nurse in regional hospitals were at a high

level, especially the transformational leadership factor was at the highest level. From structural equation model developed by researcher, path coefficient between human capital development strategy and the retention of professional nurse was at the highest level at 0.96, perception of organizational justice at 0.73, transformational leadership at 0.43, happiness at work at 0.12, and a chance for career progression was -0.02 with statistical significance at 0.01 level. The independent variables could explain 85 percent of the retention of professional nurse. Results from synthesizing qualitative data were found that the government should attach great importance to the current retention of scarce professional nurse. The Ministry of Public Health, including related agency should work together for policy setting in order to support knowledge and work skills of workers. Furthermore, they should promote the welfare of workers such as remuneration, a chance for career progression, job duties, welfares, work environment, and work life quality, etc. The resolutions of resignation of professional nurse were the creation of happiness in the workplace, career progression, work and life balance, the satisfaction in remuneration, human capital development strategy, transformational leadership, the perception of organizational justice, organizational commitment, and happiness at work.

Regarding the research recommendations, the hospitals should have clear nursing development policy and continuous improvement procedure that would benefit professional nurse. This will increase the chance of the retention of professional nurse.