

MOTIVATION AND ORGANIZATION CLIMATE EFFECTS ON REGISTERED NURSES' ORGANIZATIONAL COMMITMENT AT BURIRAM COMMUNITY HOSPITALS, THAILAND

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ABSTRACT

A cross sectional survey was conducted to assess the level of organizational commitment and its correlation with individual factors, motivation and organization climate among registered nurses working in community hospitals in Buriram province, Thailand. Overall, 250 nurses working in 21 community hospitals were asked to complete the questionnaire. There were 208 (83.2%) complete responses. The data were analyzed using descriptive statistics, Pearson's correlation coefficient, and multivariate regression.

It was found that: 1)The organizational commitment among registered nurses working in community hospitals in Buriram province was at a moderate level; 2) Age, marital status, job position, working hours, and the number of hospital beds had a significant positive correlation with overall and affective organizational commitment ($p<0.05$); 3) Marital status and working hours had a significant positive correlation with continuance organizational commitment ($p<0.05$); 4) Working hours and the number of hospital beds had a positive correlation with normative organizational commitment ($p<0.05$); 5) Motivation and organization climate had a positive correlation with organizational commitment; 6) The predictive factors for organizational commitment are organization climate and motivation as shown by correlation coefficients (R) of 0.51 and 0.54, and predictive powers (R^2) of 0.26 and 0.29, respectively.

The findings from this research suggest that: 1) The organization manager should provide opportunities for promotion career paths under equity, and 2) The organization manager should fairly evaluate work-loads and benefits and show appreciation when goals are met.

KEY WORDS: COMMITMENT / REGISTER NURSE / MOTIVATION /
ORGANIZATION CLIMATE