

Thesis Title Organizational Climate and Quality of Work Life Among Staff Nurses in Central Hospitals, Lao People's Democratic Republic

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ABSTRACT

Quality of work life (QWL) of staff nurses should be of great concern to any health care organization as nurses are the majority group of health care personnel.

Many organizations seek to improve both the climate of their organizations and the quality of work life. This descriptive correlational study aimed to describe the level of organizational climate (OC) and QWL as perceived by staff nurses and to explore the relationship between OC and QWL. Two hundred and eighty-eight staff nurses working in three central hospitals, Lao People's Democratic Republic, were randomly selected. Data were collected using questionnaires consisting of three parts: A Demographic Data Form, Organizational Climate Questionnaire (OCQ) developed by Ying (2006), and Quality of Work Life Questionnaire (QWLQ) developed by Kuasiri

(2008). Data were analyzed using descriptive statistics, and Spearman's rank correlation coefficient analysis.

The results of the study were as follows:

1. The overall level of organizational climate as perceived by staff nurses was at a low level.
2. The overall level of quality of work life as perceived by staff nurses was at a low level.
3. There was a significantly positive relationship between organizational climate and quality of work life at a significant level of .05.

The results of this study could provide baseline information for hospital administrators and nursing administrators of central hospitals in planning for improvement of organizational climate in order that staff nurses can have a better quality of work life.

3. บรรยากาศองค์กรมีความสัมพันธ์เชิงบวกกับคุณภาพชีวิตการทำงานอย่างมีนัย
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ผลการศึกษาครั้งนี้สามารถใช้เป็นข้อมูลพื้นฐานสำหรับผู้บริหารโรงพยาบาลและ
ผู้บริหารการพยาบาลของโรงพยาบาลส่วนกลางในการวางแผนปรับปรุงบรรยากาศองค์กรเพื่อให้
พยาบาลประจำการมีคุณภาพชีวิตการทำงานที่ดีขึ้นต่อไป



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