

Thesis Title Work Empowerment and Job Strain Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam

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ABSTRACT

Current changes in the Vietnamese health care system are causing job strain among nurses. The purposes of this descriptive correlation study were to examine work empowerment, to identify the types of job strain among nurses in central general hospitals of the Socialist Republic of Vietnam, and to explore the relationships between work empowerment and job strain of these nurses. The sample consisted of 354 nurses from 2 central general hospitals. Research instruments were the Conditions of Work Effectiveness Questionnaire-II (CWEQ-II) and the Job Content Questionnaire (JCQ). The Cronbach's alpha coefficient for the CWEQ-II and the JCQ were .90 and .80, respectively. Data were analyzed using descriptive statistics and Spearman's Rank-Order correlation coefficient.

The results of this study indicated that work empowerment as perceived by nurses was at a moderate level. Forty-seven point one-eight percent of nurses perceived high strain job, 30.23% of them perceived passive job, 14.12% of them perceived low strain job, and only 8.47% of the nurses perceived active job. There was a significant negative relationship between job strain and each dimension of work empowerment.

The results of this study could be used by nurse administrators to develop strategies to improve work empowerment and decrease job strain in order that nurses can work more effectively.

ความว่องไว ความตื่นเครียดในงานของพยาบาลมีความสัมพันธ์เชิงลบอย่างมีนัยสำคัญกับแต่ละด้านของการเสริมสร้างพลังอำนาจในงาน

ผู้บริหารทางการแพทย์สามารถนำผลจากการศึกษาครั้งนี้ไปพัฒนากลยุทธ์เพื่อปรับปรุงการเสริมสร้างพลังอำนาจและลดความตื่นเครียดในงานเพื่อช่วยให้พยาบาลสามารถทำงานได้มีประสิทธิภาพมากขึ้น