

Abstract

Title: Internal Factors Influencing Implementation of the Nursing Quality Development Plan: a Case Study at Banhong Hopital

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This study aims to explore major factors that impact on an implementation of Nursing Quality Development Plan of nursing organization at Ban Hong Hospital in Lumphun Province. The total of 46 nursing staff from the nursing department participated in this study.

In the study, the majority of respondents are female (93.5%) with aged between 36 – 40 years old (26.1%). Two-third of respondents is both from in-patient department and the emergency department (30.4%). Most of them are registered nurses (80.5%) and nearly 98 percent are professional level. The majority of respondents have a bachelor's degree (73.9%), most of them are married (56.5%), and have been working for their department for over five years (76.2%).

This study indicates that respondent related “agree” in organizational management ($\bar{X} = 3.77$) (ic. planning ($\bar{X} = 3.86$), organizing ($\bar{X} = 3.73$), staffing ($\bar{X} = 3.80$), leading ($\bar{X} = 3.83$), motivating ($\bar{X} = 3.74$), and controlling ($\bar{X} = 3.65$)). In term of organizational culture, this study applied Hofstede's cultural dimensions for analysis and respondents related “agree” level in Individualism and Collectivism ($\bar{X} = 3.90$), Masculinity and Femininity ($\bar{X} = 4.00$), and Uncertainty Avoidance ($\bar{X} = 3.82$) except Power Distance factor ($\bar{X} = 2.14$).

It is recommended that for a better implementation of the nursing plan, in terms of the organizational management, nursing organization should requests the nursing staff to participate more in formulating vision, mission statement and implementation process. In order to improve the Nursing Quality Development Plan there should be a better relationship and interaction between nursing staff and supervisory level.

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