# THE PREDICTIVE ABILITY OF THE NURSES' WORK ENVIRONMENT AND NURSE STAFFING LEVELS FOR NURSE AND PATIENT OUTCOMES IN PUBLIC HOSPITALS, THAILAND

APIRADEE NANTSUPAWAT

DOCTOR OF PHILOSOPHY
IN NURSING

THE GRADUATE SCHOOL
CHIANG MAI UNIVERSITY
OCTOBER 2010

## THE PREDICTIVE ABILITY OF THE NURSES' WORK ENVIRONMENT AND NURSE STAFFING LEVELS FOR NURSE AND PATIENT OUTCOMES IN PUBLIC HOSPITALS, THAILAND

APIRADEE NANTSUPAWAT

A THESIS SUBMITTED TO THE GRADUATE SCHOOL IN

PARTIAL FULFILLMENT OF THE REQUIREMENTS

FOR THE DEGREE OF

DOCTOR OF PHILOSOPHY

IN NURSING

THE GRADUATE SCHOOL
CHIANG MAI UNIVERSITY
OCTOBER 2010

# THE PREDICTIVE ABILITY OF THE NURSES' WORK ENVIRONMENT AND NURSE STAFFING LEVELS FOR NURSE AND PATIENT OUTCOMES IN PUBLIC HOSPITALS, THAILAND

APIRADEE NANTSUPAWAT

THIS THESIS HAS BEEN APPROVED

TO BE A PARTIAL FULFILLMENT OF THE REQUIREMENTS

FOR THE DEGREE OF DOCTOR OF PHILOSOPHY

IN NURSING

EXAMINING COMMITTEE	THESIS ADVISORY COMMITTEE
Willit Sory CHAIRPERSON	Wichet Sight ADVISOR
Professor Emerita Dr. Wichit Srisuphan	Professor Emerita Dr. Wichit Srisuphan
MEMBER	
Professor Dr. Wipada Kunaviktikul	Professor Dr. Wipada Kunaviktikul
Wichailam C. MEMBER	Michailehon o. CO-ADVISOR
Lecturer Dr. Orn-Anong Wichaikhum	Lecturer Dr. Orn-Anong Wichaikhum
Cerle Culu-MEMBER	Pula Cul CO-ADVISOR
Professor Dr. Linda H. Aiken	Professor Dr. Linda H. Aiken
Jupin Americale MEMBER	Yupin Aupeurah CO-ADVISOR
Associate Professor Pol.Cap.Dr.Yupin Aungsuroch	Associate Professor Pol.Cap.Dr.Yupin Aungsuroch
Trpa Wuy MEMBER	
Associate Professor Dr. Tipaporn Wonghongkul	
Linchon Paker MEMBER	
Associate Professor Dr. Linchong Pothiban	
Subite MEMBER	
Associate Professor Dr. Suchittra Luangamornlert	

9 October 2010 © Copyright by Chiang Mai University

### ACKNOWLEDGEMENTS

First, I would like to express my gratitude to Professor Emeritus Dr. Wichit Srisuphan, Professor Dr. Wipada Kunaviktikul and Dr. Orn-Anong Wichaikhum, for being excellence teachers and advisors. They always listened to me, contributed time to share their thoughts, and inspired my thinking and the development of my dissertation. I am also grateful to Professor Dr. Linda H. Aiken who is an excellent mentor and has opened my perspective to international view. I wish to thank Assoc. Prof. Dr. Yupin Aungsuroch and Assoc. Prof. Dr. Wanida Wanant who allowed me to use 2007 Thai Data set and have given many significant suggestions. Thanks all above mentioned teachers for their believing in me and providing me with valuable opportunities. I also extend my thanks to examing committee: Assoc. Prof. Dr. Suchittra Luangamornlert, Assoc. Prof. Dr. Linchong Pothiban, and Assoc. Prof. Dr. Tipaporn Wonghongkul for their thoughtful comments on my dissertation. I wish to thank Asst. Prof. Dr. Sukon Prasitwattanaseree for his statistical advice. I would like to thank the Ministry of Education for funding my doctoral education.

I am thankful to faculty and staff at the Center for Health Outcomes and Policy Research, University of Pennsylvania for sharing their expertise in my work, particularly, Drs. Ann Kutney-Lee, Allison Squires, Robert J. Lucero, and Lusine Poghosyan for their fabulous friendship. Special thanks to Tim Cheney for his excellent teaching the statistical analysis skill. I am also grateful to Dr. Marjorie Muecke, Assistant Dean, Global Health Affairs, University of Pennsylvania for her superior support when I was at Penn.

I would like to thank PhD. friends and my friends in past and present who have been there to support me. Thanks for sharing the different thoughts and experience for overcome this education. I would like to thank all PhD. staff who facilitated the document process.

Finally, many thanks to my family, my father who let me know the importance of education, my mother who is my role model of diligence and patience, and my sister who always listens to me. As well as Nantsupawat family who helped me to raise my little children and supported me during my doctoral journey. My lovely children, Poonyapat and Preyanan, who are my inspiration and never let me give up. And I wish to thank my husband, Teerachet, who has been right by my side during this journey.

Apiradee Nantsupawat

### ลิขสิทธิ์มหาวิทยาลัยเชียงใหม Copyright<sup>©</sup> by Chiang Mai University All rights reserved