



Appendices

ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่

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Appendix A

Information Sheet for Staff Nurses or Volunteers

Research Title: Nursing Practice Environment and Burnout Among Nurses in
Central General Hospitals, The Socialist Republic of Vietnam

Researcher: Mr. Dinh Trong Quang, Student Code: 531 231 804, International
Master Program in Nursing Administration, Faculty of Nursing,
Chiang Mai University

Address: Nursing Department, Ninh Binh General Hospital, Tue Tinh Road,
Ninh Binh City, Ninh Binh Province, Vietnam

Tel- number: (+84) 944 228 241

E-mail: dinhtrongquang1986@gmail.com

Dear Participants,

My name is Dinh Trong Quang, a nurse at Ninh Binh General Hospital, and a master's student at the Faculty of Nursing, Chiang Mai University, Thailand. I am conducting a research project entitled "Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam". The purposes of this study is to (1) examine nursing practice environment as perceived by nurses, (2) examine burnout as perceived by nurses burnout, and (3) to examine the relationships between nursing practice environment and burnout among nurses in central general hospitals, The Socialist Republic of Vietnam.

As a nurse working in hospital, you may know how important your practice environment contributes to the organization, patients, and yourself. Moreover, there may be a link between the practice environment and burnout. In addition, understanding nursing practice environment and burnout may help your nurse manager to develop appropriate strategies, and help future researchers to have further studies and interventions to improve the nursing practice environment and burnout. Hence, you are invited to participate in this study as the information you provide can be helpful for understanding a current practice environment and burnout as you perceive. Your participation will contribute to the results of this study that will be beneficial for not only nurse managers, nurse researchers but also nurses themselves in creating favorable nursing practice environment, and reducing burnout. *Your participation in this study is completely voluntary and you may withdraw from this study at any time if you do not want to participate in this study. Whether you decide to participate or not, you will still have all benefits that you would otherwise have at your hospital. In addition, your participation or withdrawal in this study will not affect or harm your current job.*

When you understand the study information and agree to participate in this study, you will be asked to sign a consent form. Then you will be asked to complete a questionnaire including demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. It will take you about 20-30 minutes to complete the questionnaire. You can fill in the questionnaire in your own time in a comfortable environment; even you can ever take it to your home and do it in a

convenient time and place. Please return the questionnaires within the next two weeks by using the self address sealed envelopes.

Your information collected for this study will be kept confidential by using a coding number instead of your name and your name will not be disclosed in reporting of any information. The knowledge that I gain from this study will be shared to the public as an overall result. Participant's name and information will not be mentioned. Any other benefit or copyright that may be result of this study will be accordance with rules and regulations of Chiang Mai University.

Individual contact: If you have any questions regarding this study please contact me as the contact information shown above or contact my major advisor Dr. Orn-Anong Wichaikhum, Faculty of Nursing, Chiang Mai University, Thailand, her phone number is +6684-172 2647, e-mail address owichaikh@mai.nurse.cmu.ac.th. Further, if you have any questions or concerns regarding the human right in research participation, you may contact the ethics committee chairperson, Prof. Emeritus Dr. Wichit Srisuphan by telephoning 66-53-945033, or by email: wichit@mail.nurse.cmu.ac.th. The cost of your telephone call will be reimbursed by the investigator.

Yours Sincerely!

Signature of Primary investigator.....

Mr. Dinh Trong Quang

Date.....

Appendix B

Inform Consent of Staff Nurses or Volunteers

I have read the foregoing information, or it has been read to me. I have had the opportunity to ask questions about the study and any questions that I have asked have been answered to my satisfaction. I consent voluntarily to participate as a participant in the research with title of “Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam”.

Participant’

name.....signature.....Date.....

Witness’ name:

.....signature.....Date.....

Investigator’ name:

.....signature.....Date.....

APPENDIX C

DEMOGRAPHIC DATA FORM

(English Version)

Introduction: Please check “√” in the box or fill in the appropriate blanks

1. Gender: ☐ Male ☐ Female
2. Age: _____ years old
3. Marital Status
☐ Single ☐ Married ☐ Divorced ☐ Widowed ☐ Other: identify _____
4. Working Duration: _____ years
5. Number of children: _____
6. Education Level
☐ Secondary ☐ Diploma ☐ Bachelor ☐ Postgraduate
7. Clinical Department: _____
8. Number of Working Hours per Week: _____

DEMOGRAPHIC DATA FORM (Vietnamese Version)

Thông tin cá nhân

Anh/Chị vui lòng đánh dấu tích (✓) hoặc điền số vào phương án trả lời thích hợp với anh chị

1. Giới tính: ☐ Nam ☐ Nữ
2. Tuổi (Năm):.....
3. Tình trạng hôn nhân:

☐ Độc thân
☐ Kết hôn
☐ Ly dị
☐ Góa
☐ Khác
4. Số năm làm việc:
5. Số con hiện có:
6. Trình độ học vấn:

☐ Trung học
☐ Cao đẳng
☐ Đại học
☐ Sau đại học
7. Khoa làm việc:
8. Số giờ làm việc thực tế mỗi tuần:

APPENDIX D

The Practice Environment Scale of the Nursing Work Index

(English Version)

For each item, please indicate the extent to which you agree that the item is PRESENT IN YOUR CURRENT JOB. Indicate your degree of agreement by circling the appropriate number.

		Strongly Agree	Agree	Disagree	Strongly Disagree
1	Adequate support services allow me to spend time with my patients.	1	2	3	4
2	Physicians and nurses have good working relationships	1	2	3	4
	.....	1	2	3	4
31	Use of nursing diagnoses	1	2	3	4

The Practice Environment Scale of the Nursing Work Index

(VIETNAMESE VERSION)

Môi trường thực hành chăm sóc

Phần này có 31 câu hỏi nhằm đánh giá quan điểm của anh/chị về môi trường thực hành chăm sóc tại bệnh viện nơi anh/chị đang công tác. Anh/chị sẽ được hỏi về quan điểm của cá nhân mình về môi trường thực hành chăm sóc tại bệnh viện nơi anh/chị đang công tác. Chúng tôi đưa 4 mức độ về sự đồng ý như sau: (1) rất không đồng ý, (2) không đồng ý, (3) đồng ý, (4) hoàn toàn đồng ý. Lựa chọn của anh/chị không phản ánh đúng hoặc sai mà chỉ phản ánh quan điểm của cá nhân mình về bệnh viện nơi anh/chị đang công tác.

Xin anh/chị đọc kỹ phần nội dung phía dưới và trả lời bằng cách đánh dấu tích (✓) vào phương án mà anh/chị cảm thấy thích hợp với quan điểm của mình nhất.

Thứ tự	Nội dung	Rất không đồng ý	Không đồng ý	Đồng ý	Hoàn toàn đồng ý
1	Điều kiện hỗ trợ về: nhân lực, trang thiết bị y tế, thủ tục hành chính đầy đủ cho phép tôi dành nhiều thời gian hơn cho bệnh nhân.	1	2	3	4
2	Bác sĩ và điều dưỡng có mối quan hệ tốt trong công việc	1	2	3	4
	.....	1	2	3	4
31	Chẩn đoán điều dưỡng được coi trọng và áp dụng rộng rãi.	1	2	3	4

APPENDIX E MASLACH BURNOUT INVENTORY

(ENGLISH VERSION)

Instruction: the following are 22 statements of job related feelings. Please read each statement carefully and decide if you ever feel this way about your job. If you have never had this feeling, write the number “0” (zero) in the space before the statement. If you have had this feeling, indicate how often you feel it by writing the number (from 1 to 6) that best describes how frequently you feel that way.

1 = A few times a year or less

2 = Once a month or less

3 = A few times a month or less

4 = Once a week

5 = A few times a week

6 = Every day

Number of item	Statement	How often						
1	I feel emotionally drained from my work.	0	1	2	3	4	5	6
2	I feel used up at the end of the workday.	0	1	2	3	4	5	6
...	...	0	1	2	3	4	5	6
...	...	0	1	2	3	4	5	6
...	...	0	1	2	3	4	5	6
22	I feel recipients blame me for some of their problems.	0	1	2	3	4	5	6

MASLACH BURNOUT INVENTORY

(VIETNAMESE VERSION)

Sự Mệt Mỏi Trong Công Việc

Giới thiệu: Phần này bao gồm 22 nội dung mô tả trạng thái tinh thần, cảm xúc của anh (chị) trong công việc. Chúng tôi đưa ra 7 mức điểm tăng dần từ 0 tới 6 để anh (chị) đánh giá về mức độ thường xuyên có những cảm giác mà chúng tôi đã mô tả. Trong đó: Mức “0 điểm” = không bao giờ có cảm giác này; Mức “1 điểm” = một vài lần một năm hoặc ít hơn có cảm giác này; Mức “2 điểm” = một lần một tháng hoặc ít hơn có cảm giác này; Mức “3 điểm” = một vài lần một tháng có cảm giác này; Mức “4 điểm” = một lần một tuần có cảm giác này; Mức “5 điểm” = một vài lần một tuần có cảm giác này; Mức “6 điểm” = Có cảm giác này hàng ngày.

Anh/chị vui lòng đọc kỹ từng nội dung và cho biết mức độ thường xuyên của anh/chị có những cảm giác được mô tả trong bảng phía dưới đây, sau đó khoanh tròn hoặc đánh dấu vào mức điểm thích hợp bên cột phải.

STT	Nội dung	Sự thường xuyên						
1	Tôi cảm thấy mất hứng thú về công việc của mình	0	1	2	3	4	5	6
2	Tôi cảm thấy bị vắt kiệt sức sau mỗi ngày làm việc.	0	1	2	3	4	5	6
	.....	0	1	2	3	4	5	6
22	Tôi không quan tâm tới sự chỉ trích của người bệnh vì tôi nghĩ rằng đó là các vấn đề riêng của họ.	0	1	2	3	4	5	6

APPENDIX F

CERTIFICATE OF ETHICAL CLEARANCE



No.167/2011

CERTIFICATE OF ETHICAL CLEARANCE Research Ethics Review Committee Faculty of Nursing, Chiang Mai University

The Research Ethics Review Committee of the Faculty of Nursing,
Chiang Mai University declares approval of

Research Project Title : Nursing Practice Environment and Burnout Among
Nurses in Central General Hospitals, The Socialist Republic of Vietnam

Principal Investigator : Mr.Dinh Trong Quang

Participating Institution : International Master Program in Nursing
Administration Faculty of Nursing Chiang Mai University

The above research project does not violate rights, well being, and/or
endanger human subjects and is justified to conduct the research procedures as
proposed.

This clearance is valid from the date of approval to November 17, 2012

Date of approval November 18, 2011

A handwritten signature in blue ink, reading 'Wichit Srisuphan'.

(Professor Dr.Wichit Srisuphan)
Chair, Research Ethics Review Committee
Faculty of Nursing, Chiang Mai University

A handwritten signature in blue ink, reading 'T. Suwanprapisa'.

(Associate Professor Dr.Thanakul Suwanprapisa)
Dean of Faculty of Nursing, Chiang Mai University

APPENDIX G-1

Permission of Data Collection Letter

**Faculty of Nursing
Chiang Mai University**



**คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่**

Ref.No.6393 (7)/ 5495

Dr.Nguyen Thanh Trung
Director of Thai Nguyen Central General Hospital Hospital,
Thai Nguyen, Vietnam

December 8, 2011

Dear Dr.Nguyen Thanh Trung

Regarding Mr.Dinh Trong Quang, Code 531231804, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, his thesis on "Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam" has been approved. Dr.Orn-Anong Wichaikhum and Associate Professor Dr.Raymoul Nantsupawat are his thesis advisors. He would like to collect data from nurses in Thai Nguyen Central General Hospital in Thai Nguyen for 52 cases during December 2011 to January 2012 by using Demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Sujitra Tiansawad, D.S.N., R.N.
Deputy Dean
Faculty of Nursing, Chiang Mai University

APPENDIX G-2

Permission of Data Collection Letter

Faculty of Nursing
Chiang Mai University



คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No.6393 (7)/ 5492

Dr. Duong Thanh Binh
Director of Vietnam-Cuba Dong Hoi Friendship Hospital,
Quang Binh, Vietnam

December 8, 2011

Dear Dr.Duong Thanh Binh

Regarding Mr.Dinh Trong Quang, Code 531231804, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, his thesis on "Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam" has been approved. Dr.Orn-Anong Wichaikhum and Associate Professor Dr.Raymoul Nantsupawat are his thesis advisors. He would like to collect data from nurses in Vietnam-Cuba Dong Hoi Friendship Hospital in Quang Binh for 51 cases during December 2011 to January 2012 by using Demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Sujitra Tiansawad, D.S.N., R.N.
Deputy Dean
Faculty of Nursing, Chiang Mai University

APPENDIX G-3

Permission of Data Collection Letter

Faculty of Nursing
Chiang Mai University



World Health Organization
Collaborating Centre for
Nursing and Midwifery
Development



THE JOANNA BRIGGS INSTITUTE
The Thailand Centre for Evidence Based
Practice in Nursing & Midwifery
A Collaborating Centre of the
Joanna Briggs Institute

คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No.6393 (7)/ 5454

Dr. Nguyen Quoc Anh
Director of Bach Mai Hospital,
Hanoi, Vietnam

December 8, 2011

Dear Dr. Nguyen Quoc Anh

Regarding Mr.Dinh Trong Quang, Code 531231804, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, his thesis on "Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam" has been approved. Dr.Orn-Anong Wichaikhum and Associate Professor Dr.Raymoul Nantsupawat are his thesis advisors. He would like to collect data from nurses in Bach Mai Hospital in Hanoi for 153 cases during December 2011 to January 2012 by using Demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Sujitra Tiansawad, D.S.N., R.N.
Deputy Dean
Faculty of Nursing, Chiang Mai University

APPENDIX G-4

Permission of Data Collection Letter

Faculty of Nursing
Chiang Mai University



World Health Organization
Collaborating Centre for
Nursing and Midwifery
Development



THE JOANNA BRIGGS INSTITUTE
The Thailand Centre for Evidence Based
Practice in Nursing & Midwifery
A Collaborating Centre of the
Joanna Briggs Institute

คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No.6393 (7)/ 5450

Dr. Tran Viet Tiep
Director of Vietnam-Sweden Hospital,
Quang Ninh, Vietnam

December 8, 2011

Dear Dr. Tran Viet Tiep

Regarding Mr. Dinh Trong Quang, Code 531231804, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, his thesis on "Nursing Practice Environment and Burnout Among Nurses in Central General Hospital, The Socialist Republic of Vietnam" has been approved. Dr. Orn-Anong Wichaikhum and Associate Professor Dr. Raymoul Nantsupawat are his thesis advisors. He would like to collect data from nurses in Vietnam-Sweden Hospital in Quang Ninh for 58 cases during December 2011 to January 2012 by using Demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Sujitra Tiansawad, D.S.N., R.N.
Deputy Dean
Faculty of Nursing, Chiang Mai University

APPENDIX G-5

Permission of Data Collection Letter

**Faculty of Nursing
Chiang Mai University**



**คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่**

Ref.No.6393 (7)/ ๕๔๖

Dr. Nguyen Quoc Anh
Director of Bach Mai Hospital,
Hanoi, Vietnam

December ๘, 2011

Dear Dr. Nguyen Quoc Anh

Regarding Mr.Dinh Trong Quang, Code 531231804, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, his thesis on "Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam" has been approved. Dr.Orn-Anong Wichaikhum and Associate Professor Dr.Raymoul Nantsupawat are his thesis advisors. He would like to collect data from nurses in Bach Mai Hospital in Hanoi for 20 cases during December 2011 by using Demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. The data will be used for the thesis as aforementioned. The result from this process will be used to test the quality of the instrument.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data for testing quality of the instrument in order for it to be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Sujitra Tiansawad, D.S.N., R.N.
Deputy Dean
Faculty of Nursing, Chiang Mai University

APPENDIX G-6

Permission of Data Collection Letter

**Faculty of Nursing
Chiang Mai University**



**คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่**

Ref.No.6393 (7)/ ๕๔๕๗

Associate Professor Dr. Nguyen Tien Quyet
Director of Viet Duc Hospital,
Hanoi, Vietnam

December ๘, 2011

Dear Dr. Nguyen Tien Quyet,

Regarding Mr.Dinh Trong Quang, Code 531231804, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, his thesis on "Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam" has been approved. Dr.Orn-Anong Wichaikhum and Associate Professor Dr.Raymoul Nantsupawat are his thesis advisors. He would like to collect data from nurses in Viet Duc Hospital in Hanoi for 100 cases during December 2011 to January 2012 by using Demographic data form, Practice Environment Scale of the Nursing Work Index, and Maslach Burnout Inventory. The data will be used for the thesis as aforementioned.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data from this place for this thesis and it will be beneficial for the student's research. All data will be collected by student.

Please be so kind as to consider this request.

Yours sincerely,

Sujitra Tiansawad, D.S.N., R.N.
Deputy Dean
Faculty of Nursing, Chiang Mai University

APPENDIX H

Permission letters to use the PES-NWI

From: 531231804@cmu.ac.th [mailto:531231804@cmu.ac.th]

Sent: Sunday, September 25, 2011 11:10 AM

To: Lake, Eileen

Subject: Asking permission for using the PES-NWI

Dear Dr. Eileen Lake,

I am Quang, a Masters Nursing Science (Administration) Student at the Chiang Mai University in Thailand. I am from Vietnam and on a scholarship to study here for duration of 2 years.

Presently I am developing my research and my topic is “Nursing Practice Environment and Burnout Among Nurses in Central General Hospitals, The Socialist Republic of Vietnam”. I would like to examine the category of NPE among the general hospitals in the North of Vietnam. It is my pleasure to know the Practice Environment Scale of the Nursing Work Index (PES-NWI) which was developed by you. I would like to ask your permission whether you allow me to use PES-NWI in my thesis. I need your help, so I can continue my study. I am looking forward to your reply.

I apologize for the inconvenience caused to you; however, the results of the study will help my developing country improve the work environment for nurses.

Kind Regards

Dinh Trong Quang

RE: Asking permission for using the PES-NWI

September 27, 2011 9:56 PM

From: "Andrea Barol" <ajb@nursing.upenn.edu>

To: "531231804@cmu.ac.th" <531231804@cmu.ac.th>

Dear Dinh Trong Quang:

Thank you for your inquiry. I am replying on behalf of Dr. Lake. Enclosed, please find the instrument, scoring instructions, an article containing PES-NWI scores for ANCC Magnet hospitals from 1998 in Table 1, and a Warshawsky & Haven article you may find useful .

Dr. Lake's permission is not needed as the instrument is in the public domain due to its endorsement by the National Quality Forum in 2004 and re-endorsement in 2009: [http://www.qualityforum.org/Projects/n-r/Nursing-](http://www.qualityforum.org/Projects/n-r/Nursing-Sensitive_Care_Measure_Maintenance/Nursing_Sensitive_Care_-/)

[Sensitive_Care_Measure_Maintenance/Nursing_Sensitive_Care_-/](http://www.qualityforum.org/Projects/n-r/Nursing-Sensitive_Care_Measure_Maintenance/Nursing_Sensitive_Care_-/) However, if you prefer to have Dr. Lake's permission, this email serves as her permission.

Please direct any reply to Dr. Lake at elake@nursing.upenn.edu. If you need anything else, feel free to write to us again.

Sincerely,

Andrea Barol

Administrative Coordinator, Center for Health Outcomes and Policy Research

University of Pennsylvania School of Nursing

378 Fagin Hall, Philadelphia, PA 19104

[215-898-4727](tel:215-898-4727)

APPENDIX I

Permission to use the MBI

For use by Quang Dinh Trong only. Received from Mind Garden, Inc. on February 1, 2012



www.mindgarden.com

To whom it may concern,

This letter is to grant permission for Quang Dinh Trong only to use the following copyright material;

Instrument: *Maslach Burnout Inventory, Forms: General Survey, Human Services Survey & Educators Survey*

Authors

MBI-General Survey: Wilmar B. Schaufeli, Michael P. Leiter, Christina Maslach & Susan E. Jackson

MBI-Human Services Survey: Christina Maslach & Susan E. Jackson

MBI-Educators Survey: Christina Maslach, Susan E. Jackson & Richard L. Schwab

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for his/her thesis research.

Three sample items from a single form of this instrument may be reproduced for inclusion in a proposal, thesis, or dissertation.

The entire instrument may not be included or reproduced at any time in any other published material.

Sincerely,

Robert Most
Mind Garden, Inc.
www.mindgarden.com

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Appendix J

Percentage of Subjects Who rating Good or Poor at PES-NWI's Dimensions

Dimension		Frequency (351)	Percentage (100%)
Nurse participations in hospital affairs	<2.50	159	45.30
	≥2.50	192	54.70
Foundations for quality of cares	<2.50	128	36.47
	≥2.50	223	63.53
Nurse Managers leadership and management	<2.50	153	43.59
	≥2.50	198	56.41
Nurse staffing and resources	<2.50	207	58.97
	≥2.50	144	41.03
Nurse-physician relationships	<2.50	157	44.73
	≥2.50	194	55.27

Curriculum Vitae

Name: Mr. Dinh Trong Quang

Date of Birth: September 10th 1986

Education:

Year:	Institute:	Degree
2004-2008	Hue College of Medicine and Pharmacy	Bachelor
2010 – present	Faculty of Nursing, Chiang Mai University, Thailand	Master of Nursing Science (Nursing Administration)

Field of interest:

Nursing Administration

Experience:

Position:	Institute:	Year
Nurse	Hanoi Vietnam-Cuba Friendship Hospital	November, 2008 – February, 2009
Teacher	Ninh Binh Medical College	March, 2009 – March, 2010
Nurse	Ninh Binh General Hospital	March, 2010 – May, 2010