

# CONTENTS

	Page
<b>ACKNOWLEDGEMENTS</b>	<b>c</b>
<b>ENGLISH ABSTRACT</b>	<b>d</b>
<b>THAI ABSTRACT</b>	<b>f</b>
<b>LIST OF TABLES</b>	<b>j</b>
<b>LIST OF ABBREVIATIONS</b>	<b>l</b>
<b>STATEMENTS OF ORIGINALITY IN THAI</b>	<b>m</b>
<b>STATEMENTS OF ORIGINALITY IN ENGLISH</b>	<b>n</b>
<b>Chapter 1 Introduction</b>	<b>1</b>
Background and Significance of Problem	1
Objectives of the Study	9
Research Questions	9
Definition of Terms	9
<b>Chapter 2 Literature Review</b>	<b>13</b>
Head Nurses' Roles and Accountability	13
Competency of Head Nurses in Community Hospitals	24
Situation of Competency for Head Nurses in Community Hospitals	41
Competency Assessment for Head Nurses	44
Development of a Competency Assessment Scale for Head Nurses in Community Hospitals	49
Conceptual Framework	61
<b>Chapter 3 Methodology</b>	<b>62</b>
Research Design	62
Research Setting	62
Population	63

Instrument, Sample, Data Collection Procedures and Data Analysis	63
Protection of Research Subjects	71
<b>Chapter 4 Results and Discussion</b>	<b>72</b>
Results	72
Discussion	109
<b>Chapter 5 Conclusion, Implications, Limitations, and Recommendations</b>	<b>116</b>
Conclusion	116
Implications of the Finding	118
Limitations	118
Recommendations for Further Studies	119
<b>References</b>	<b>120</b>
<b>Appendices</b>	<b>138</b>
Appendix A	139
Appendix B	140
Appendix C	142
Appendix D	151
Appendix E	153
Appendix F	155
Appendix G	158
Appendix H	159
Appendix I	163
Appendix J	165
Appendix K	168
<b>Curriculum Vitae</b>	<b>171</b>

## LIST OF TABLES

		Page
Table 4.1	Characteristics of Head Nurses who were Engaged in Pre-Testing Step	73
Table 4.2	Characteristics of Head Nurses who were Engaged in Field-Testing Step	74
Table 4.3	Characteristics of Staff Nurses who were Involved in the Contrasted Group	76
Table 4.4	Summary of Domains and Definitions of Competencies for a Head Nurse in Community Hospitals	84
Table 4.5	The Demonstration Readability and Clarity of CASHNCH	89
Table 4.6	Cronbach's Alpha Coefficient of Each Domain and Overall Scale of a Competency Assessment Scale for a Head Nurse in Community Hospitals Evaluated from Pretesting Samples	90
Table 4.7	Descriptions Statistics of Each Domain and The Overall Scale of CASHNCH with 55 Items	91
Table 4.8	Subscale-Subscale Correlation and Subscale-Total Correlation	94
Table 4.9	Six Components, Eigenvalues, Percent of Variance Accounted for, and Cumulative Percent of Variance of CASHNCH	95
Table 4.10	Six Components, Eigenvalues, Percent of Variance Accounted for, and Cumulative Percent of Variance of CASHNCH after Deletion M13	96
Table 4.11	Five Components, Eigenvalues, Percent of Variance Accounted for, and Cumulative Percent of Variance of CASHNCH	97
Table 4.12	Five Components, Eigenvalues, Percent of Variance Accounted for, and Cumulative Percent of Variance of CASHNCH	98
Table 4.13	Items and The Values of Factor Analysis on Each Component	99
Table 4.14	Dimension Associations and Item Statement of Factor Analysis of CASHNCH	102

Table 4.15	Cronbach's Alpha Coefficient of CASHNCH After Factor Analysis	106
Table 4.16	Subscale-Subscale and Subscale-Total Correlations of CASHNCH After Factor Analysis	107
Table 4.17	Subscale of CASHNCH, Mean Score, Standard Deviation, and Results of T-Test Between Head Nurses and Staff Nurses or New Nurse Graduate Group	108



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่  
 Copyright© by Chiang Mai University  
 All rights reserved

## LIST OF ABBREVIATIONS

ACHE	The American College of Healthcare Executives
ACMPE	The American College of Medical Practice Executives
ACPE	American College of Physician Executives
ANA	The American Nurses Association
AONE	The American Organization of Nurse Executives
CASHNCH	Competency for Head Nurses in Community Hospitals
CFA	Confirmatory factor analysis
CVI	The content validity index
EdCaN	The National Education Framework Cancer Nursing
ENA	Emergency Nurses Association
HCPro	Healthcare Providers and Services
HFMA	Healthcare Financial Management Association
HIMSS	Healthcare Information and Management Systems Society
ICN	The International Council of Nurses
I-CVI	Item-level content validity index
JCAHO	Joint Commission on the Accreditation of Healthcare
MGMA	Medical Group Management Association
MSA	Measure of sampling adequacy
NCHL	National Center for Healthcare Leadership
NESDB	Office of the National Economic and Social Development Board
OCSC	The Office of the Civil Service Commission
TNC	Thailand Nursing and Midwifery Council
S-CVI	Scale-level content validity index
S-CVI/Ave	Scale-level content validity index average
UNIDO	United Nations Industrial Development Organization

## ข้อความแห่งการริเริ่ม

1. วิทยานิพนธ์นี้ได้นำเสนอการพัฒนาเครื่องมือ เป็นแบบประเมินสมรรถนะสำหรับหัวหน้าหอผู้ป่วยในโรงพยาบาลชุมชน โดยอยู่บนพื้นฐานกรอบสมรรถนะหัวหน้าหอผู้ป่วยของสภาการพยาบาล (2556) และศึกษาเชิงคุณภาพกับพยาบาลที่มีประสบการณ์ในตำแหน่งหัวหน้าหอผู้ป่วย เพื่อให้ได้สมรรถนะที่จำเป็นสำหรับหัวหน้าหอผู้ป่วยในโรงพยาบาลชุมชนมีความสอดคล้องกับนโยบายและระบบสุขภาพปัจจุบัน ส่งผลให้การบริการพยาบาลในหอผู้ป่วยมีคุณภาพและประสิทธิภาพ
2. วิทยานิพนธ์นี้เป็นการศึกษาแรกๆ ที่ทำการพัฒนาแบบประเมินสมรรถนะสำหรับหัวหน้าหอผู้ป่วยในโรงพยาบาลชุมชน



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่  
Copyright© by Chiang Mai University  
All rights reserved

## STATEMENT OF ORIGINALITY

1. This study presented the instrument development as a competency assessment scale for head nurses in community hospitals based on the head nurses' competencies of Thailand Nursing Council and Midwifery (2013). In addition, the qualitative method was conducted in nurses who experienced in the head nurse positions to explore the essential competencies for head nurses in community hospitals associated with the contemporary of policies and health system. These competencies result to the quality and effective nursing care in the unit.

2. This thesis is the first study that demonstrates development of a competency assessment scale for head nurses in community hospitals.



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่  
Copyright© by Chiang Mai University  
All rights reserved