

**WORKPLACE BULLYING AND JOB PERFORMANCE
OF NURSES IN TERTIARY HOSPITALS,
THE PEOPLE'S REPUBLIC OF CHINA**



MASTER OF NURSING SCIENCE

ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่
Copyright© by Chiang Mai University
All rights reserved

**GRADUATE SCHOOL
CHIANG MAI UNIVERSITY
JUNE 2017**

**WORKPLACE BULLYING AND JOB PERFORMANCE
OF NURSES IN TERTIARY HOSPITALS,
THE PEOPLE’S REPUBLIC OF CHINA**



**A THESIS SUBMITTED TO CHIANG MAI UNIVERSITY IN PARTIAL
FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF NURSING SCIENCE**


**GRADUATE SCHOOL, CHIANG MAI UNIVERSITY
JUNE 2017**


**WORKPLACE BULLYING AND JOB PERFORMANCE
OF NURSES IN TERTIARY HOSPITALS,
THE PEOPLE'S REPUBLIC OF CHINA**

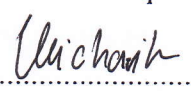
TONG HUAN

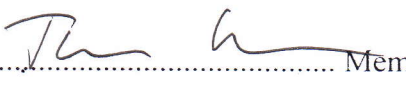
THIS THESIS HAS BEEN APPROVED TO BE A PARTIAL FULFILLMENT OF
THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF NURSING SCIENCE

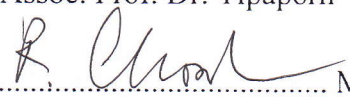
Examination Committee:


..... Chairman
(Asst. Prof. Dr. Weeraporn Suthakorn)



..... Member
(Prof. Dr. Wipada Kunaviktikul)


 a.
..... Member
(Asst. Prof. Dr. Orn-Anong Wichaikhum)


..... Member
(Assoc. Prof. Dr. Tipaporn Wonghongkul)


..... Member
(Assoc. Prof. Dr. Ratanawadee Chontawan)

Advisory Committee:


..... Advisor
(Prof. Dr. Wipada Kunaviktikul)

 c.
..... Co-advisor
(Asst. Prof. Dr. Orn-Anong Wichaikhum)

30 June 2017

Copyright © by Chiang Mai University

ACKNOWLEDGEMENT

I would like to express my great thanks and high regard to the Dean of the Faculty of Nursing, Chiang Mai University, Thailand, Professor Dr. Wipada Kunaviktikul, my major advisor, for her scholarly guidance, extraordinary help, and encouragement throughout my study. I would like to express my deep appreciation to my co-advisor, Assistant Professor Dr. Orn-Anong Wichaikhum, for her intelligent suggestions and sincere help.

Moreover, I would like to express my sincerely thanks to Assistant Professor Dr. Kulwadee Abhichartibutra for being my academic advisor and supporter from the beginning of my journey. I greatly appreciate the experts who back translated my research instruments: Mrs. Wang Qingjun and Mr. Bill Baker give me the opportunity to study this program.

My appreciation is also given to my examining committee members: Assistant Professor Dr. Weeraporn Suthakorn, Assistant Professor Dr. Tipaporn Wonghongkul and Assistant Professor Dr. Ratanawadee Chontawan for their insightful comments and guidance. Furthermore, I would like to express my appreciation to the Faculty of Nursing and the Graduate School, Chiang Mai University for providing me with the opportunity to study. My appreciation also extends to the Affiliated Hospital of Dali University for allowing me study abroad and thanks for Graduate School of Chiang Mai University providing a part of grant to conduct this study.

A special appreciation goes to Professor Chen Qixian, the Director of Nursing Department, Affiliated Hospital of Dali University, for her encouragement and special concern for my life. Also, I would like to extend my appreciation to Professor Fan Zhidong, the Director of Operating Room Department, Mrs. Ma Yunfang, the head nurse of Operation Room Department, for their deep comprehensive support which made my study advance smoothly. Further, I would like to give my thanks to all physicians and staff nurses, for their collaboration and enthusiasm in their work. A special thanks to Professor Kong Guifen, Professor Gu Jianfen and Professor Yang Qingjun, who are

directs of target hospitals for their permission to collected data in these hospitals. I also would like to thank all subjects for their willing to participate in this study.

Most importantly, I would like to express my great appreciation to my family for the support and provided me throughout the entire duration of my study. In particular, I must acknowledge my husband, Zhang Rui and my daughter for their spiritual, financial, motivation, encouragement and assistance. Without their support, I would not have finished this study.

Tong Huan



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่
Copyright© by Chiang Mai University
All rights reserved