

CONTENTS

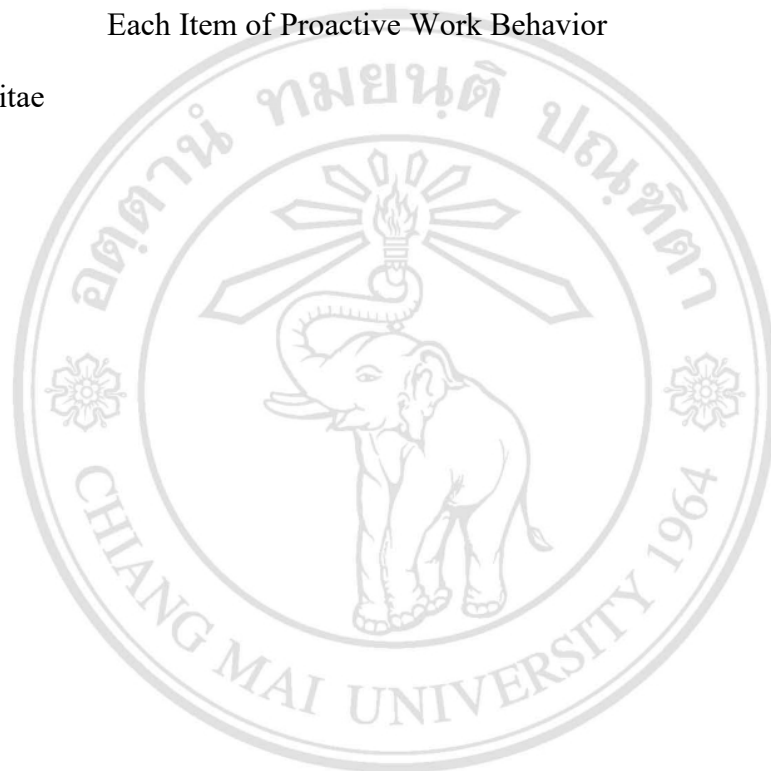
| | Page |
|--|------|
| Acknowledgement | iii |
| Abstract in English | v |
| Abstract in Thai | vii |
| List of Tables | xii |
| Chapter 1 Introduction | 1 |
| Background and Significance of the Research Problem | 1 |
| Research Objectives | 8 |
| Research Questions | 9 |
| Definition of Terms | 9 |
| Chapter 2 Literature Review | 11 |
| Work Engagement | 12 |
| Proactive Work Behavior | 21 |
| The Relationship Between Work Engagement and Proactive Work Behavior | 27 |
| Situation Related to Work Engagement and Proactive Work Behavior Among Head Nurses in University Affiliated Hospitals, Yunnan Province, the People's Republic of China | 28 |
| Conceptual Framework | 32 |
| Chapter 3 Methodology | 34 |
| Research Design | 34 |
| Population and Sample | 34 |
| Research Instruments | 36 |
| Protection of Human Rights | 38 |

CONTENTS (continued)

| | Page |
|---|------|
| Data Collection Procedures | 39 |
| Data Analysis Procedures | 40 |
| Chapter 4 Findings and Discussion | 41 |
| Findings | 42 |
| Discussion | 48 |
| Chapter 5 Conclusion, Implication, and Recommendation | 61 |
| Conclusion | 61 |
| Implication of Research Findings | 62 |
| Recommendation for Future Study | 63 |
| References | 64 |
| Appendices | 76 |
| Appendix A Certificate of Ethical Clearance | 77 |
| Appendix B Information Sheet for Study Participants | 79 |
| Appendix C Volunteer Research Agreement Form | 86 |
| Appendix D Permission Letter to Use the Instrument of Utrecht Work Engagement Scale | 88 |
| Appendix E Permission Letter to Use the Instrument of Proactive Work | 89 |
| Appendix F Permission Letter to Test Reliability | 90 |
| Appendix G Permission Letters to Collect Data | 91 |
| Appendix H Letters for Back Translators | 95 |
| Appendix I Research Instruments | 97 |
| Appendix J Cronbach's Alpha of Utrecht Work Engagement Scale and Proactive Work Behavior Scale | 103 |

CONTENTS (continued)

| | Page |
|--|------|
| Appendix K Mean, Standard Deviation, Frequency and Percentage of Each Item of Work Engagement | 104 |
| Appendix L Mean, Standard Deviation, Frequency and Percentage of Each Item of Proactive Work Behavior | 106 |
| Curriculum Vitae | 108 |



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่
Copyright© by Chiang Mai University
All rights reserved

LIST OF TABLES

| | Page |
|--|------|
| Table 3-1 The Number of Population and Sample in Four University Affiliated Hospitals | 36 |
| Table 4-1 Frequency, Percentage, Mean, Standard Deviation and Range of Demographic Characteristics of Subjects Categorized by Gender, Age, Marital Status, Number of Children, Level of Education, Number of Year as Nurse, Number of Year as Head Nurse, Number of Year Working in the Unit, Salary, Department, Training and Member of Committee | 42 |
| Table 4-2 Mean, Standard Deviation and Level of Work Engagement as Perceived by Subjects | 45 |
| Table 4-3 Mean, Standard Deviation and Level of Proactive Work Behavior as Perceived by Subjects | 46 |
| Table 4-4 Pearson Product-Moment Coefficient between Work Engagement and Proactive Work Behavior | 47 |

ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่
Copyright© by Chiang Mai University
All rights reserved