



ลิขสิทธิ์มหาวิทยาลัยเชียงใหม่

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APPENDIX A

Questionnaire (English Version)

This questionnaire aims to collect data regarding core self-evaluation and subjective career success among nurses in the People's Hospitals of Dali, Yunnan Province, the People's Republic of China. It consists of three parts: Part I-Demographic Data Form, Part II-Core Self Evaluations Scale (CSES), and Part-III Subjective Career Success Scale. You can complete this questionnaire in your available time and please be as honest as you can when answering the questions in each part.

Part I-Demographic Data Form

Please check “√” in the boxes or fill the answers to each item.

1. Gender: ☐ Male ☐ Female
2. Age: ____ years old
3. Marital Status:
☐ Single ☐ Married ☐ Divorce ☐ Separated
4. Educational Attainment: ☐
☐ Diploma ☐ Associate degree
☐ Bachelor degree ☐ Graduate degree (Master degree or Ph.D.)
5. Professional (Hierarchical) Title:
☐ Junior Nurse ☐ Senior Nurse ☐ Nurse-in-charge
☐ Assistant chief senior nurse ☐ Chief senior nurse
6. Employment status:
☐ Permanent nurse ☐ Temporary nurse
7. Work Department:
☐ Medical ☐ Surgical ☐ Gynecology and Obstetrics
☐ Pediatric ☐ ICU ☐ Operating Room
☐ Emergency Room ☐ OPD
8. Years of working experience: _____years

Part II-Core Self Evaluations Scale (CSES)

Instructions: Below are several statements about you with which you may agree or disagree. Using the response scale below, 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral (Neither Disagree nor Agree), 4 = Agree, 5 = Strongly Agree. Please mark a “√” on the number which the best describes your opinion or experience. There is no right or wrong answer for each item, please read it carefully and honestly to make your choices.

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. I am confident I get the success I deserve in life.	1	2	3	4	5
2. Sometimes I feel depressed. (r)	1	2	3	4	5
3. Sometimes when I fail I feel worthless. (r)	1	2	3	4	5
4. I complete tasks successfully.	1	2	3	4	5
...	1	2	3	4	5
...	1	2	3	4	5
9. I am capable of coping with most of my problems.	1	2	3	4	5
10. There are times when things look pretty bleak and hopeless to me. (r)	1	2	3	4	5

Part-III Modified Subjective Career Success Scale

The following statements represent the perception of subjective career success. With respect to your own feelings about your career and consider the extent you agree or disagree with each statement. 1 = Strongly Disagree, 2 = Slightly Disagree, 3 = Neutral (Neither Disagree nor Agree), 4 = Slightly Agree, 5 = Strongly Agree. Please mark a “√” on the number which the best describes your opinion or experience. There is no right or wrong answer for each item, please read it carefully and honestly to make your choices.

Items	Strongly Disagree	Slightly Disagree	Neutral	Slightly Agree	Strongly Agree
Job Success					
1. I am receiving positive feedback about my performance every year.	1	2	3	4	5
2. I am offered opportunities for further education by my employer.	1	2	3	4	5
3. I am having enough responsibility on my job.	1	2	3	4	5
4. I am fully backed by management in my work.	1	2	3	4	5
...	1	2	3	4	5
...	1	2	3	4	5
...	1	2	3	4	5
20. Enjoying my non-work activities.	1	2	3	4	5
21. Satisfied with my life overall.	1	2	3	4	5

APPENDIX B

Questionnaire (Chinese Version)

问 卷 调 查

序列号:

本问卷的目的是调查中国云南省大理市人民医院（市一院、市二院）护士工作核心自我评价和主观职业成功的数据资料。问卷由三部分组成：第一部分：个人基本资料；第二部分：核心自我评价量表；第三部分：主观职业成功量表。请用你的空余时间来完成本问卷，请尽量诚实地回答每个部分的问题。

一、 个人基本资料

请在正确选项前的框内打“√”，或填写每一项的答案。

1. 性别: ☐ 男 ☐ 女

2. 年龄: _____岁

3. 婚姻状况: ☐ 单身 ☐ 已婚 ☐ 离异 ☐ 分居

4. 教育程度

☐ 中专 ☐ 大专 ☐ 本科 ☐ 研究生学位 (硕士 或博士)

5. 职称

☐ 护士 ☐ 护师 ☐ 主管护师

☐ 副主任护师 ☐ 主任护师

6. 编制:

☐ 正式 ☐ 合同

7. 工作科室:

☐ 内科 ☐ 外科 ☐ 妇产科 ☐ 小儿科

☐ 重症监护病房 ☐ 手术室 ☐ 急诊科 ☐ 门诊部

8. 工作年限: _____年

二、核心自我评价量表

以下的一些陈述，您可能同意，也可能不同意。请您根据下面的陈述符合您情况的程度，在题后给出的 5 个选项中进行选择，并在相应的数字上打“√”。

条目	完全不同意	不同意	不能确定	同意	完全同意
1. 我相信自己在生活中能获得成功	1	2	3	4	5
2. 我经常感觉到情绪低落	1	2	3	4	5
3. 失败时，我感觉自己很没用	1	2	3	4	5
4. 我能成功地完成各项任务	1	2	3	4	5
...	1	2	3	4	5
...	1	2	3	4	5
9. 我有能力处理自己的大多数问题	1	2	3	4	5
10. 很多事情我都觉得很糟糕、没有希望	1	2	3	4	5

（注：2、3、5、7、8、10 为反向记分项。）

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三、职业成功主观量表

以下陈述表示您对职业成功的主观评价。根据您自己对自身事业的看法，提出对每一项陈述赞同与否的程度。请认真阅读，并诚实作出选择。

1 = 强烈反对 2 = 轻微反对 3 = 既不反对也不赞成 4 = 轻微赞成 5 = 强烈赞成

工作方面的成功	完全不同意	不同意	不能确定	同意	完全同意
1. 我从同事那里得到关于我的表现的积极反馈	1	2	3	4	5
2. 我得到上级给我进修深造的机会	1	2	3	4	5
3. 我在工作中承担相应的责任	1	2	3	4	5
4. 我在工作中得到了管理层的全力支持	1	2	3	4	5
...	1	2	3	4	5
...	1	2	3	4	5
...	1	2	3	4	5
20. 享受业余时间	1	2	3	4	5
21. 总的说来对生活感到满意	1	2	3	4	5

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APPENDIX C

Information Sheet for Research Participants (English Version)

Information Sheet for Study Participants

Research Title: Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China

Research Team: He Yinlai, Professor Dr. Wipada Kunaviktikul, and Assistant Professor Dr. Somjai Sirakamon

Institute: Faculty of Nursing, Chiang Mai University, Thailand

Research Funding: No any funding to support.

You are being invited to take part in this study because you are a registered nurse who have worked at least one year in clinical department of the People's Hospitals of Dali. The **308** participants who have qualities and characteristics needed for this study will be selected from the First People's Hospital of Dali (218 nurses) and the Second People's Hospital of Dali (90 nurses), the People's Republic of China.

Prior to making a decision whether to participate in this study, please take time on reading this information sheet to make sure that you understand what you will be asked to participate in this study. If you have any questions regarding this study, please ask the investigator or consult with someone who is a close relationship to you. Again, your decision making to participate this study is **voluntary**. (**Frame 1**) If you decide not to be in this study, your rights and benefits will not be affected.

Frame 1 Participation of this study is voluntary

- You **are able to** refuse to participate in this study
- You **are able to** withdraw from this study at any time

The descriptive correlational design will be used in this research. The objectives of this study are to describe the core self-evaluation and subjective career success and to examine the relationship between core self-evaluation and subjective career success of nurses in the People's Hospitals of Dali, the People's Republic of China. The result of

this study may provide basic information and evidence for nursing researchers, hospital, human resource managers and nursing administrators, and nursing educators.

Duration of this study will be one year, from September, 2016 to August, 2017, including two months collecting data from nurses in these two hospitals.

If you agree to take part in this study, you will be asked to do by the investigator as the study plan (see **Frame 2**)

Frame 2 Study plan

You will be asked to complete a consent form and questionnaire consisted of Demographic Data Form, Modified Core Self-Evaluation Scale and Modified Subjective Career Success Scale. These questionnaire will take about 20-30 minutes to complete. We hope that you will be comfortable answering all questions openly and honestly in a relax environment.

After completing questionnaire, please put questionnaire and consent form into envelops respectively, return and place them into the locked box which will be kept in front of your nursing department for collecting questionnaires within two weeks. The information sheet will be kept by yourself.

This study is a part of my thesis for obtained master degree. The risks and benefits of this study are showed in **Frame 3**.

Frame 3 Anticipated risks and benefits to study participants	
Risks	Benefits
- Risks: In this study, the participant will not take any physical, mental or societal discomforts. There is a minimal risk that answering questionnaires may disturb subjects' time.	- Direct/indirect benefits: This study there is no direct or indirect benefits to you.

Your information related to this study will be kept confidentially by not identifying the name and separate placement questionnaire and consent form. Information provided by participants will be used only for the purpose of this study. The results of study will be used in general. Research consent form will be given to the participants. The presentation of the study findings in any conference or publication will not use your name. However, the Research Ethics Committee, the persons who have the authority to control the study, and the personnel from Thai FDA will be able to access your information to

review information and research process. You have the legal right to access your personal information. If you wish to use this right, please let me know. There is no cost to you for taking part in the study and you will not receive payment for taking part in the study.

If you have any questions or side effects before or during participating in this study, you can contact the person in **Frame 4**.

Frame 4 Research contact person (s) for further information

1. He Yinlai Quality Control Department, in the Affiliated Hospital of Dali University heyinlai1978@163.com, 0872-2201502 or 13908726536
2. Professor Dr. Wipada Kunaviktikul Faculty of Nursing, Chiang Mai University wipada.ku@cmu.ac.th

If you have any questions about your rights before or during participating in this study, please contact the Research Ethics Committee, Faculty of Nursing, Chiang Mai University. Tel. 66-53-936080 (Office hours) or Fax. 66-53-894170

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APPENDIX D

Information Sheet for Research Participants (Chinese Version)

课题研究参与告知书

研究课题: 中国大理市人民医院护士的核心自我评价与主观职业成功

研究团队: 何尹来, Wipada Kunaviktikul 博士和 Somjai Sirakamon 博士

研究学院: 泰国清迈大学护理学院

科研基金: 无

您作为一名注册护士已经在大理市人民医院的临床科室工作了至少一年, 因此, 您被邀请参加这项研究。此项研究共需要 308 名有一年以上工作经验的护士作为样本人群。其中, 218 名护士将来自大理市第一人民医院, 90 名护士将来自大理市第二人民医院。

在您做出是否愿意参与此项研究的决定前, 占用您一点时间请仔细阅读以下关于此课题的一些基本信息, 如果您有任何疑问, 请随时与我联系。还有, 您的参与是**自愿的**(详见附表 1) 假如您决定不再参与此项研究, 您可以随时退出, 退出后不会对您有任何的危险, 也不会影响您的工作考评。

附表 1 参与本研究是自愿的

- 你可以拒绝参与这项研究
- 你可以在任何时候退出本研究

本研究将使用描述性相关设计。此项课题研究的主要目的是为了描述中国大理市人民医院护士的核心自我评价、主观职业成功现状以及核心自我评价与主观职业成功之间的关系, 为护理研究者, 医院领导, 人力资源管理者, 护理管理者以及护理教育者提供护士核心自我评价和主观职业成功的信息和依据。

本研究将持续一年的时间,从 2016 年 9 月至 2017 年 8 月,其中包含 2 个月的时间用来收集资料。如果您同意参加该项研究,请您按照以下的研究计划配合我的工作(详见附表 2)。

附表 2 研究计划

您需要签署一份知情同意书和填写一份调查问卷。调查问卷由三部分组成,包括:人口学特征问卷;核心自我评价量表以及主观职业成功量表。完成这份调查问卷大概需要 20-30 分钟,请您在方便的时间内完成问卷,希望您如实地做出回答。完成问卷后,请在 2 周内将调查问卷和知情同意书分别放回两个信封中,并将它们交回到护理部门口相应的盒子里,该基本信息表将由您自己保管。

本研究是我获得硕士研究生学位论文的一部分。以下是本研究的风险和好处(详见附表 3)

附表 3 研究参与者预期风险和好处

风险	好处
- 风险: 参与本研究不会对您造成生理、心理或社会的不良影响,它只需要您花点时间来回答这个问卷。	- 直接/间接的好处: 这项研究对您没有直接或间接的好处。

您提供的所有信息将是匿名的,并且将被严格保密。您的名字不会在任何报告中呈现,您所回答的问题将以成组的信息展现。研究结果以整体形式在论文中报告,且研究结果仅用于此次研究,决不作为其他任何用途,知情同意书将由您保管。然而,泰国研究伦理委员会有权从泰国人事 FDA 上审查您的信息,掌控研究的过程。你有合法权利访问您的个人信息。如果你想使用这个权利,请和我联系。参与这次研究不会对您造成经济负担。如果您还有关于这个研究的任何疑问,请您按所提供的通信地址、电话或者电子邮件联络我,我将为您详细解答。

(详见附表 4)

附表 4 本课题研究人员的详细信息

1. 何尹来, 大理大学第一附属医院医护质量管理科 邮箱 heyinlai1978@163.com, 电话 0872-2201502 或 13908726536

2. Wipada Kunaviktikul 博士, 泰国清迈大学护理学院

此外, 如果您对参与此研究的伦理学方面有疑问, 还可以联系清迈大学护理学院伦理委员会以获得关于此课题的相关信息。电话: 66-53-936080 (正常上班时间) 或传真: 66-53-894170



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APPENDIX E

Volunteer Research Agreement Form (English Version)

Volunteer Research Agreement Form	
<p>I have already read the above information thoroughly and have been given an opportunity to have any questions about the research answered to my satisfaction. I agree to participate in this study by signing my signature in this form as an evidence of my decision making (However, this signature does not mean that I waive any right provided by law)</p>	<p>I certify that the study participant has been given an opportunity to have any questions and has been received answers clearly. The study participant voluntarily agrees to participate in this study.</p>
<p>_____ Name of study participant</p>	<p>_____ Name of a person who requests agreement from study participants (or the investigator)</p>
<p>_____ Signature of study participant</p>	<p>_____ Signature of a person who requests agreement from study participants (or the investigator)</p>
<p>_____ Day/Month/Year</p>	<p>_____ Day/Month/Year</p>

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APPENDIX F

Volunteer Research Agreement Form (Chinese Version)

<p>知情同意书</p>	
<p>我已经彻底阅读了上述信息，我有机会对研究提出任何问题，并且所问的问题得到了满意的回答。我同意参加该研究，签署我的签名作为我作出决定的证据（但是，这个签名并不意味着我放弃法律规定的任何权利）。</p>	<p>我证明研究参与者有机会提出任何问题，并已收到清楚的答案。研究参与者自愿同意参与本研究。</p>
<p>参与者的姓名</p>	<p>何尹来</p>
<p>参与者的签名</p>	<p>研究者的姓名</p>
<p>日/月/年</p>	<p>研究者签名</p>
	<p>日/月/年</p>

APPENDIX G

Certificate of Approval



Research Ethics Office
Faculty of Nursing, Chiang Mai University

AF 04-021



Certificate of Approval

No. 015/2017

Name of Committee : Research Ethics Committee, Faculty of Nursing, Chiang Mai University Address of Committee : 110 Intavaroros Rd., Amphoe Muang, Chiang Mai, Thailand 50200	
Principal Investigator : Ms. He Yinlai Master of Nursing Science Program (International Program) Faculty of Nursing Chiang Mai University	
Protocol title : Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China Study Code : EXP-007- 2017; Research ID: 008-2017 Sponsor : -	
Documents filed	Document reference
Research protocol	Version 1 Date January 9, 2017
Informed consent documents	Version 2 Date January 25, 2017
Patient information sheet	Version 1 Date January 9, 2017
Instrument	Version 2 Date January 25, 2017
Principal Investigator Curriculum vitae	Version 1 Date January 9, 2017
Advertisements : (if any)	-

Opinion of the Ethics Committee/Institutional Review Board: Expedited Review on January 2017 The Ethics Committee has reviewed the protocol and documents above and give the favorable opinion Date of Approval : January 27, 2017 Expiration Date : January 26, 2018




Progress report is required to be submitted to the Ethics Committee for continuing review

- ☐ at 3 month interval
☐ at 6 month interval
☒ annually (in this case please submit at least 60 days prior to expiration date)

This Ethics Committee is organized and operates according to GCPs and relevant international ethical guidelines, the applicable laws and regulations.

Signed : 
(Professor Emerita Dr. Wichit Srisuphan)

Chairperson, Faculty of Nursing, Chiang Mai University

Signed : 
(Professor Dr. Wipada Kunaviktikul)
Dean, Faculty of Nursing, Chiang Mai University

GENERAL CONDITION OF APPROVAL:

1. Research Ethics Committee approval is required before implementing any changes in the consent documents or protocol unless those changes are required urgently for the safety of subjects.
2. Any event or new information that may affect the benefit/risk ratio of the study must be reported to the REC promptly.
3. Any protocol deviation/violation must be reported to the REC.
4. Review of close study report is required to be submitted to the REC.
5. Review of progress report to the REC before expiration date at 2 months.

APPENDIX H

Permission for using modified Core Self-evaluation Scale

From: Dujzh <dujzh@126.com>

Sent: Sunday, December, 4, 2016 14:40 PM

To: He Yinlai <heyinlai1978@163.com>

Subject: Re: The modified Chinese version Core Self-Evaluations Scale Permission

Dear He Yinlai:

I here with give you permission to use the instrument. Good luck with your work.

Professor. Ph.D. Du jianzheng

-----Original Message-----

From: He Yinlai <heyinlai1978@163.com>

Sent: Friday, December 2, 2016, 11:59:17 AM

To: Dujzh<dujzh@126.com>

Subject: The modified Chinese version Core Self-Evaluations Scale Permission

Dear Professor Du:

I am a graduate student who study in the Faculty of Nursing, Chiang Mai University, Thailand. I am interested in studying “Core Self-Evaluation and Subjective Career Success among nurses in the people's hospitals of Dali, Yunnan Province, the People's Republic China” as my Master thesis. So I would like to use your modified Chinese version CSES, and I hope to get your permission. Looking forward to receiving your reply. Thank you very much.

Sincerely

He Yinlai

Permission for Using Modified Subjective Career Success Scale

From: Yin Yan 83910017@qq.com<83910017@qq.com>

Sent: Saturday, December 3, 2016 20:39 PM

To: He Yinlai <heyinlai1978@163.com>

Subject: Re: The modified Subjective Career success Scale Permission

Dear He Yinlai:

I am glad that it's helpful for your study! I agree that you can use the instrument I had modified, the Subjective Career Success Scale! Hope everything goes well with you!

Sincerely Yin yan

-----Original Message-----

From: He Yinlai <heyinlai1978@163.com>

Sent: Friday, December 2, 2016, 12:14 PM

To: Yin Yan 83910017@qq.com<83910017@qq.com>

Subject: The modified Subjective Career success Scale Permission

Dear Ms. Yin yan:

I am a graduate student who study in the Faculty of Nursing, Chiang Mai University, Thailand. I am interested in studying “Core Self-Evaluation and Subjective Career Success among nurses in the people's hospitals of Dali, Yunnan Province, the People's Republic China” as my Master thesis. So I would like to use your modified Subjective Career Success Scale, and I hope to get your permission. Looking forward to receiving your reply. Thank you very much.

Sincerely

He Yinlai

APPENDIX I

Permission of Data Collection Letters from Two Hospitals

Faculty of Nursing
Chiang Mai University



คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref. No. 6593(7)/917

Mr. Li Jun,
Director of Hospital
The First People's Hospital of Dali,
The People's Republic of China

February 6, 2017

Dear Mr. Li Jun,

Regarding Mrs. He Yinlai, Code 581235802, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to collect data from nurses in the First People's Hospital of Dali for 218 cases during February to March, 2017 by using Demographic Data Form, Modified Core Self-evaluation Scale and Modified Subjective Career Success Scale as her structural questionnaires. 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 inform you regarding the data collection 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,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

Address

110 Inthavaroros Road, Sriphum, Muang, Chiang Mai, 50200, Thailand
110 ถนนอินทวารวโรส ตำบลศรีภูมิ อำเภอเมือง จังหวัดเชียงใหม่ 50200

Telephone

+66 53 945 012

Fax

+66 53 217 145

Website

www.nurse-cmu.ac.th



Faculty of Nursing

Chiang Mai University

Ref. No. ๖๙๓(๗)/๙๑๕



Dear Mr. Li Jun
Director of Hospital
The First People's Hospital of Dali,
The People's Republic of China

คณะพยาบาลศาสตร์

มหาวิทยาลัยเชียงใหม่

February ๔, 2017

Dear Mr. Li Jun,

Regarding Mrs. He Yinlai, Code 581235802, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to collect data from nurses in the First People's Hospital of Dali for 20 cases in February 2017 by using Demographic Data Form, The Modified Core Self-evaluation Scale and Modified Subjective Career Success Scale. The result from this process will be used to test the quality of the instruments.

The Faculty of Nursing, Chiang Mai University would like to request the permission for student to collect data for testing quality of the instruments in order 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,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.



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คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref. No. 6993(7)/916
Mrs. Li Rutian
Director of Nursing Department
The First People's Hospital of Dali,
The People's Republic of China

February 6, 2017

Dear Mrs. Li Rutian

Regarding Mrs. He Yinlai, Code 581235802, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to collect data from nurses in the First People's Hospital of Dali for 218 cases during February to March, 2017 by using Demographic Data Form, Modified Core Self-evaluation Scale and Modified Subjective Career Success Scale as her structural questionnaires. 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 inform you regarding the data collection 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,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

Approved
Li Rutian
2017.2.27
護理部

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Faculty of Nursing

Chiang Mai University

Ref. No. 6593(7)/921



Dear Mrs. Li Rutian
Director of Nursing Department
The First People's Hospital of Dali,
The People's Republic of China

คณะพยาบาลศาสตร์

มหาวิทยาลัยเชียงใหม่

February 8, 2017

Dear Mrs. Li Rutian

Regarding Mrs. He Yinlai, Code 581235802, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to collect data from nurses in the First People's Hospital of Dali for 20 cases in February 2017 by using Demographic Data Form, The Modified Core Self-evaluation Scale and Modified Subjective Career Success Scale. The result from this process will be used to test the quality of the instruments.

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Yours sincerely,

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Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

Approved
Li Rutian
2017.2.27

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护理研究资料收集申请书

尊敬的大理市第一人民医院李军院长：

您好！

我叫何尹来，现在泰国清迈大学护理学院攻读护理管理硕士学位。作为研究生课程内容的一部分，目前我正在进行关于“中国大理市人民医院护士的核心自我评价与主观职业成功”的课题研究。该课题需要在贵院的内科，外科，妇产科，儿科，重症监护室，急诊科，手术室和门诊的护士间收集资料。将用个人基本信息、核心自我评价量表和主观职业成功量表三部分问卷进行调查。用随机抽样的方法在贵院共抽取 218 名工作满一年的临床护士。该问卷需要护士利用业余时间 20-30 分钟，在轻松舒适和无压力的环境中完成，两个星期内收回，时间为 2017 年 2 月到 3 月。

本研究遵循科学研究的伦理原则。研究结果仅用于本次研究，绝不作为其他任何途径。本研究不会损害医院及护士的任何利益，也不会侵犯任何个人的隐私权。

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研究者：何尹来
泰国清迈大学护理学院
2017 年 2 月 23 日

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研究者：何尹来

泰国清迈大学护理学院

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您好！

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研究者：何尹来

泰国清迈大学护理学院

2017 年 2 月 23 日

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大理市第一人民医院
护理部

2017.2.27.

护理研究资料收集申请书

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研究者：何尹来

泰国清迈大学护理学院

2017 年 2 月 23 日

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李如钿
2017.2.27

Faculty of Nursing
Chiang Mai University



คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref. No. 6593(7)/919

Mr. Chen Kanwen
Director of Hospital
The Second People's Hospital of Dali,
The People's Republic of China

February 6, 2017

Dear Mr. Chen Kanwen

Regarding Mrs. He Yinlai, Code 581235802, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to collect data from nurses in the Second People's Hospital of Dali for 90 cases during February to March, 2017 by using Demographic Data Form, Modified Core Self-evaluation Scale and Modified Subjective Career Success Scale as her structural questionnaires. 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 inform you regarding the data collection 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,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.



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Faculty of Nursing
Chiang Mai University



คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref. No. 6593(7)/918
Mrs. Liu Yongfen
Director of Nursing Department
The Second People's Hospital of Dali,
The People's Republic of China

February 4, 2017

Dear Mrs. Liu Yongfen,

Regarding Mrs. He Yinlai, Code 581235802, a student in the Master program at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to collect data from nurses in the Second People's Hospital of Dali for 90 cases during February to March, 2017 by using Demographic Data Form, Modified Core Self-evaluation Scale and Modified Subjective Career Success Scale as her structural questionnaires. The data will be used for the thesis as aforementioned.

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Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.



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护理研究资料收集申请书

尊敬的大理市第二人民医院陈康文院长：

您好！

我叫何尹来，现在泰国清迈大学护理学院攻读护理管理硕士学位。作为研究生课程内容的一部分，目前我正在进行关于“中国大理市人民医院护士的核心自我评价与主观职业成功”的课题研究。该课题需要在贵院的内科，外科，妇产科，儿科，重症监护室，急诊科，手术室和门诊的护士间收集资料。将用个人基本信息、核心自我评价量表和主观职业成功量表三部分问卷进行调查。用随机抽样的方法在贵院共抽取 90 名工作满一年的临床护士。该问卷需要护士利用业余时间 20-30 分钟，在轻松舒适和无压力的环境中完成，两个星期内收回，时间为 2017 年 2 月到 3 月。

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恳请贵院准许为盼！

研究者：何尹来

泰国清迈大学护理学院

2017 年 2 月 23 日



护理研究资料收集申请书

尊敬的大理市第二人民医院护理部刘永芬主任：

您好！

我叫何尹来，现在泰国清迈大学护理学院攻读护理管理硕士学位。作为研究生课程内容的一部分，目前我正在进行关于“中国大理市人民医院护士的核心自我评价与主观职业成功”的课题研究。该课题需要在贵院的内科，外科，妇产科，儿科，重症监护室，急诊科，手术室和门诊的护士间收集资料。将用个人基本信息、核心自我评价量表和主观职业成功量表三部分问卷进行调查。用随机抽样的方法在贵院共抽取 90 名工作满一年的临床护士。该问卷需要护士利用业余时间 20-30 分钟，在轻松舒适和无压力的环境中完成，两个星期内收回，时间为 2017 年 2 月到 3 月。

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恳请贵院准许为盼！

研究者：何尹来

泰国清迈大学护理学院

2017 年 2 月 23 日

同意收集资料
刘永芬
2017年2月24日

APPENDIX J

Permission of Back-Translation of the Information Sheet

Faculty of Nursing
Chiang Mai University



คณะพยาบาลศาสตร์
มหาวิทยาลัยเชียงใหม่

Ref.No. 6593(7)/920

Mrs. Fu Yanfen
Teacher
Faculty of Nursing, Dali University

February 8, 2017

Dear Mrs. Fu Yanfen

Regarding Mrs. He yinlai, Code 581235802, a student in the Master program in Nursing Administration at the Faculty of Nursing, Chiang Mai University, her thesis on "Core Self-evaluation and Subjective Career Success of Nurses in the People's Hospitals of Dali, the People's Republic of China" has been approved. Professor Dr. Wipada Kunaviktikul and Assistant Professor Dr. Somjai Sirakamon are her thesis advisors. She would like to invite you to be the expert to translate the translated information sheet (Chinese version) back into English version.

The Faculty of Nursing, Chiang Mai University would like to invite you as translator to translate the translated information sheet (Chinese version) back into English version in order to be beneficial for the student's research.

Please be so kind as to consider this request.

Yours sincerely,

Assistant Professor Dr. Achara Sukonthasarn, Ph.D., R.N.
Associate Dean for Academic Affairs
Deputy Dean,
Faculty of Nursing, Chiang Mai University.

Agreement.

yanfen Fu.

Feb. 26, 2017

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APPENDIX K

The Cronbach's Alpha Coefficient of Instruments

Table K

Cronbach's Alpha Coefficient of modified Core Self-evaluation Scale and Modified Subjective Career Success Scale

Instruments	NO. of Items	Conbach's Alpha
Modified Core Self-evaluation Scale	10	.80
Modified Subjective Career Success Scale	21	.88
Job success	8	.70
Inter-personal success	4	.87
Financial success	2	.89
Hierarchical success	4	.88
Life success	3	.94

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APPENDIX L

Number of Population and Sample Size in each Department of Hospitals

Table L

Number of Population and Sample Size in each Department of Hospitals

Department	1 st PHDL		2 nd PHDL		Total	Total
	Population	Sample	Population	Sample	population	sample
Medical	153	67	45	18	198	85
Surgical	118	52	68	28	186	80
OB-GYN	46	20	22	9	68	29
Pediatric	49	21	17	7	66	28
ICU	14	6	8	3	22	9
ER	28	12	14	6	42	18
OR	31	14	15	6	46	20
OPD	58	26	33	13	91	39
Total	497	218	222	90	719	308

Notes. 1st PHDL= the First People's Hospital of Dali; 2nd PHDL=the Second People's Hospital of Dali

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APPENDIX M

Frequency and Percentage of Items in each Subscale of Core Self-evaluation

Table M

Frequency and Percentage of Items in Core Self-evaluation (n = 288)

CORE SELF-EVALUATION			1		2		3		4		5	
	\bar{X}	SD	n	%	n	%	n	%	n	%	n	%
1. I am confident I get the success I deserve in life.	3.89	0.76	4	1.39	4	1.39	64	22.22	165	57.30	51	17.70
2. Sometimes I feel depressed. (r)	3.47	0.94	5	1.74	50	17.36	63	21.87	144	50.00	26	9.03
3. Sometimes when I fail I feel worthless. (r)	3.27	1.07	11	3.82	73	25.35	62	21.52	112	38.89	30	10.42
4. I complete tasks successfully.	3.76	0.71	1	0.35	7	2.43	88	30.56	155	53.82	37	12.84
5. Sometimes, I do not feel in control of my work. (r)	3.74	0.86	5	1.74	19	6.59	68	23.61	151	52.43	45	15.63
6. Overall, I am satisfied with myself.	3.84	0.79	2	0.69	22	7.65	38	13.19	183	63.54	43	14.94
7. I am filled with doubts about my competence. (r)	3.77	0.91	7	2.43	20	6.94	57	19.80	151	52.43	53	18.40
8. I do not feel in control of my success in my career. (r)	3.45	0.92	6	2.08	37	12.85	97	33.68	117	40.63	31	10.76
9. I am capable of coping with most of my problems.	4.07	0.74	2	0.69	10	3.47	26	9.03	177	61.46	73	25.35
10. There are times when things look pretty bleak and hopeless to me. (r)	3.81	0.96	8	2.78	22	7.64	49	17.01	146	50.69	63	21.88

Note. 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral (Neither Disagree nor Agree), 4 = Agree, 5 = Strongly Agree.
r = reverse-scored

Appendix N

Frequency and Percentage of Items in each Subscale of Subjective Career Success

Table N

Frequency and Percentage of Items in each Subscale of Subjective Career Success (n = 288)

JOB SUCCESS			1		2		3		4		5	
	\bar{X}	SD	n	%	n	%	n	%	n	%	n	%
1. I am receiving positive feedback about my performance every year.	3.77	0.82	3	1.04	12	4.17	82	28.47	142	49.31	49	17.01
2. I am offered opportunities for further education by my employer.	3.51	1.18	21	7.29	27	9.38	97	33.68	71	24.65	72	25.00
3. I am having enough responsibility on my job.	4.44	0.76	3	1.04	2	0.70	24	8.33	96	33.33	163	56.60
4. I am fully backed by management in my work.	3.85	0.88	1	0.35	13	4.51	89	30.90	109	37.85	76	26.39
5. I am in a job which offers me the chance to learn new skills.	4.04	0.95	6	2.08	8	2.78	64	22.22	100	34.73	110	38.19
6. I am most happy when I am at work.	3.51	1.02	14	4.86	23	7.99	102	35.41	101	35.07	48	16.67
7. I am dedicated to my work.	3.86	1.01	6	2.08	20	6.94	72	25.00	99	34.38	91	31.60
8. I am in a position to do mostly work which I really like.	3.45	1.10	12	4.17	45	15.63	87	30.21	88	30.56	56	19.43

Note. 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral (Neither Disagree nor Agree), 4 = Agree, 5 = Strongly Agree.

Table N (continued)

<i>INTER-PERSONAL SUCCESS</i>			1		2		3		4		5	
	\bar{X}	SD	n	%	n	%	n	%	n	%	n	%
1. I am respected by my peers.	4.04	0.84	3	1.04	5	1.74	62	21.53	126	43.75	92	31.94
2. I am getting good performance evaluations.	3.86	0.81	0	0.00	9	3.13	89	30.90	122	42.36	68	23.61
3. I am accepted by my peers.	4.06	0.79	1	0.35	6	2.08	58	20.14	132	45.83	91	31.60
4. I am having my superior's confidence.	3.79	0.87	2	0.69	13	4.51	95	32.99	112	38.89	66	22.92
<i>FINANCIAL SUCCESS</i>												
1. I am drawing a high income compared to my peers.	2.32	1.17	87	30.21	80	27.78	80	27.78	23	7.98	18	6.25
2. I am earning as much as I think my work is worth.	2.45	1.22	77	26.74	82	28.47	75	26.04	30	10.42	24	8.33
<i>HIERIARCHICAL SUCCESS</i>												
1. I am pleased with the promotions I have received so far.	3.10	0.96	17	5.90	43	14.93	145	50.35	59	20.49	24	8.33
2. I am reaching my career ladder within the time frame I set for myself.	3.20	1.05	17	5.90	49	17.01	115	39.93	73	25.35	34	11.81
3. I am going to reach all of my career ladder.	3.35	0.98	11	3.82	36	12.50	118	40.97	86	29.86	37	12.85
4. I am in a job which offers promotional opportunities.	3.05	0.99	19	6.60	54	18.75	131	45.49	62	21.53	22	7.64

Table N (continued)

<i>LIFE SUCCESS</i>	\bar{X}	SD	1		2		3		4		5	
			n	%	n	%	n	%	n	%	n	%
1. Happy with my private life.	4.14	0.99	3	1.04	8	2.78	50	17.36	113	39.24	114	39.58
2. Enjoying my non-work activities.	4.03	0.87	7	2.43	14	4.86	47	16.32	114	39.58	106	36.81
3. Satisfied with my life overall.	4.18	0.97	2	0.69	10	3.47	43	14.93	113	39.24	120	41.67

CURRICULUM VITAE

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Educational Background

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Professional Experiences

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2010-2013 Nurse-in-charge in the Quality Control Department
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2006-2009 Staff nurse in Neurosurgery Department of
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