

Thesis Title	Human Resource Development Process by Continuing Nursing Education of Nurse Directors in Community Hospitals, Southern Thailand
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Abstract

This descriptive study was conducted to investigate the level of human resource development process by continuing nursing education and its problems or barriers of nurse directors in community hospitals in southern Thailand. One hundred subjects were selected by simple random sampling without replacement. The research instrument was a questionnaire to collect data on 4 phases: 1) need – assessment phase 2) design phase 3) implementation phase and 4) evaluation. Content validity of the instrument was obtained by three experts. Cronbach' s alpha coefficient was 0.91. Data were analyzed by frequency, percent, mean and standard deviation.

The overall level of human resource development process by continuing nursing education of nurse directors in southern community hospitals was at a moderate level ($M = 2.16$, $SD = .40$; theoretical range 0 - 3). The levels of each phase of human resource development process: 1) need - assessment phase 2) design phase 3) implementation phase and 4) evaluation were at moderate level ($M = 2.37, 2.16, 2.24, 1.87$ $SD = .43, .48, .49, .70$ respectively). The top three problems or barriers of human resource development were the shortage of manpower (68 %), lack of budget (43%) and personal need (39 %). To make human resource development more effective and efficient, nurse directors should enhance performance in all four phases, especially in evaluation, which had the lowest performance.