FACTORS AFFECTING ORGANIZATIONAL EFFECTIVENESS OF NURSING INSTITUTES IN THAILAND

by

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Abstract

This study investigates the effects of factors related to organizational effectiveness on administrators and faculty members in nursing institutes under the jurisdiction of the Ministry of University Affairs. The survey instruments were distributed to six public and seven private nursing institutes.

The response rate was 77.92 percent. The sample groups were divided according to roles of administrators and faculty members. Eight factors: environment, technology, leadership style, culture, strategic planning, human resource development, structural design, and power control were selected as important independent variables affecting organizational effectiveness. The hypotheses proposed in this study were hypothesized that all eight independent variables significantly explained and predicted organizational effectiveness. Factor analysis was employed to help group 90 items of the eight independent variables. The analysis yielded eight factors that confirmed the intuitive grouping of the factors affecting organizational effectiveness. Multiple regression analysis was employed to test the research hypotheses of these eight factors.

The results of this study showed that only four independent variables (leadership style, technology, strategic planning, and human resource development) significantly explained and predicted organizational effectiveness. In addition, it was found that leadership style is the best predictor of the perceived organizational effectiveness, because of the importance of leadership in all kinds of group action in organizations. Examined in this study are several conclusions to support some previous researches and studies. Its considerable effect on promoting group
cohesiveness and team effort, increasing opportunities for personal satisfaction in work performance, reducing stresses and external control, indicates that leadership style is a very important factor in leading other significant factors to determine organizational effectiveness.

It also implies that leadership is a requirement of tremendous significance. It is considerably important in the application of knowledge for making nursing institutions more effective than ever.

As unexpected, environment, culture, structural design, and power control showed insignificance in explaining and predicting organizational effectiveness. In considering the insignificant factors, there were significant differences in institutional application of these factors as perceived by administrators and faculty members. It is needed to further confirm the findings of this exploratory study. More research will be required to illuminate these findings.

The results of the analysis illustrate that organizational effectiveness in nursing institutes is crucial to the business of operationalizing nursing with emphasis on the development of human potential and creating responses to health care delivery. Leadership style, human resource development, technology, strategic planning are the primary means for the effectiveness of nursing institutes. Conclusions were, first, there was a certain number of factors affecting organizational effectiveness in nursing institutes, and second, a rethought and reevaluation of the determination of several factors toward organizational effectiveness was considered.
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