

การพัฒนาบุคลากรพยาบาล เพื่อส่งเสริมการปฏิบัติการพยาบาลให้มีคุณภาพและประสิทธิภาพมากยิ่งขึ้น

มหาวิทยาลัยเชียงใหม่
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Independent Study Title Self Development Needs of Professional Nurses in Special Medical Service Center Chiang Mai University

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Abstract

The purpose of this study was to examine self development needs and the problems/obstacles and suggestions in self-development needs of professional nurses in special medical service center Chiang Mai University. The population were 35 professional nurses who working as fulltime staff nurse. The instrument developed by the author consisted of three parts: the demographic questionnaire, self development needs and the problem/obstacles and suggestions in self development needs. It was tested for content validity by a panel of expert. The reliability obtained by mean of Cronbach' s alpha Coefficient was 0.97. Data were analyzed bye using frequency, percentage, the mean, and standard deviation.

The study results revealed that self development needs of professional nurses were at a high level ($\mu = 40.04$, $\sigma = 0.41$). The nursing service part was at the high level ($\mu = 4.17$, $\sigma = 0.44$), the nursing administration part was at the high level ($\mu = 4.10$, $\sigma = 0.42$), and the nursing academic part was at the fair level ($\mu = 3.87$, $\sigma = 0.60$). The problems/obstacles were lack of time, motivation, and budget. The suggestions should have more staff development programs, motivate self development continuously and have education resources in the unit. The results of

this study could be utilized for planning in nursing staff development to promote better quality and efficiency in nursing practice.

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