

<b>TITLE</b>	FACTORS INFLUENCING PHYSICIANS TO TURNOVER FROM PUBLIC HOSPITAL IN THAILAND
<b>KEYWORD</b>	FACTORS INFLUENCING / PHYSICIANS TO TURNOVER/ PUBLIC HOSPITAL IN THAILAND
<b>STUDENT</b>	INGKARAT PATTRICK SIKHEAWSUKWONGKOT
<b>ADVISOR</b>	ASSOC. PROF. CHAIYA YIMWILAI, PH.D.
<b>CO-ADVISOR</b>	ASSOC. PROF. PIYAKORN WHANGMAHAPORN, PH.D.
<b>LEVEL OF STUDY</b>	DOCTOR OF PHILOSOPHY IN PUBLIC ADMINISTRATION
<b>FACULTY</b>	GRADUATE COLLEGE OF MANAGEMENT SRIPATUM UNIVERSITY
<b>ACADEMIC YEAR</b>	2015

### **ABSTRACT**

This research has the following objectives to study factors influencing relationships and the resignation of the medical bureaucracy of Thailand. Studying the structural factors influencing the resignation of doctors in Thailand bureaucracy and find a way to reduce the turnover rate Thailand bureaucracy in the Ministry of Health, resigned from the government on January 1, 2009 to December 31, 2013. Doctors who administrate at the Ministry of Health use the example of medical administrators at the Ministry of Health of 12 people, and the resignation of 350 doctors determine the sample size according to the size of the sample of Thomson (Thompson, SK 2002) at a confidence level of 95 % standard deviation ( $e$ ) 0.05 coefficient of variation of populations (CV) of 0.5, the sampling groups (Cluster Random Sampling) and sampling is simple. (Simple Random Sampling) The instruments used in the study questionnaire had the five levels with the content validity of 1.00 for all items and have the confidence structured and standard coefficient alpha of 0.937 as the percentage point. Standard deviation and analysis features two stage factor analysis in the form of an analysis of the correlation structure (Structure Equation Model: SEM) The results are summarized as follows. The results showed that the organization had seven factors, namely the organizational commitment, job stability and career and professional risks, satisfaction in working in the medical organization, medical organization policy, workload organizational structure and culture of the organizations. There were six factors motivating them; namely, an assessment of personal goals, the evaluation of progression words to the goal, the

belief that they have the ability to work to achieve that goal, beliefs that are conducive to the environment or context, performance goals, Medical Organization, and the emotional stimulus which is associated with structural influence on the turnover of doctors in Thai bureaucracy. The model is built in harmony with the empirical data of  $\chi^2 = 71.57$ ,  $df. = 49$ ,  $p\text{-value} = 0.019$ ,  $CFI = 1.00$ ,  $GFI = 0.97$ ,  $AGFI = 0.94$ ,  $RMSEA = 0.036$  and  $SRMR = 0.021$ . The elements within the organization has a weight factor of 0.88 and has a weight factor of 0.99 within the organization; namely, the highest weight for a medical organization policy. The second is the organizational culture, organizational commitment workload of medical organizations, medical organization policy, and the satisfaction of working in a medical organization. The motivation factors which have the most weight include job evaluations that are underway to achieve this goal, and variable belief that they have the ability to work to achieve that goal. The second variable is the emotional stimulation. Ways to reduce turnover rates of doctors in the public health system are managed by internal factors and motivation factors used as a guide to administration services.