

Work alienation of professional nurses in district hospitals in the central region of Thailand

ABSTRACT

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This is explanatory research explains the conditions affecting work alienation of professional nurses in district hospitals in the central region of Thailand. The relationships between work alienation and supportive leadership, job characteristics and cultural dimensions in the workplace respectively were analyzed. Data were collected from 333 professional nurses in district hospitals with 30, 60, 90, and 120 beds in districts 4 to 9 of the central regions of Thailand by stratified random sampling. Data were analyzed by Pearson's product moment correlation and multiple regression.

The results reveal that supportive leadership and work alienation had no relationship with each other. Job characteristics had a significant negative relationship at a low level with work alienation ($r = -0.130$, $p\text{-value} = 0.024$). Cultural dimensions had a significant positive relationship at a low level with work alienation ($r = 0.234$, $p < 0.001$). Job characteristics and cultural dimensions could explain only 7.2% of work alienation of the professional nurses in this study. Therefore, if nurses have both a high level for job characteristics and good cultural dimensions, work alienation may be reduced. Administrators and departments should set appropriate job characteristics and encourage the organization to have good cultural dimensions.

Keywords: Work alienation Supportive leadership Job characteristics Cultural dimensions