

## ORIGINAL ARTICLE

# The Competency for Administrators in Subdistrict Health Promotion Hospitals in the Permanent Secretary for Ministry of Public Health

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## Abstract

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The objectives of the study were to determine and test the components of the competency for administrators of Subdistrict Health Promotion Hospitals in the Permanent Secretary for Ministry of Public Health. The study was implemented in two phases. The first phase was qualitative study, to establish a set of element competency which was done through a review of the related literature competency of Spencer and Spencer, and high-level experts six persons in-depth interviews. The second phase was quantitatively study, which was to confirm the competency elements, and the validity by the structural model. The sample random sampling method was used and data was from 650 administrators of Subdistrict Health Promotion Hospitals. The instruments were used in this study included: 1) an opened semi-structured interviews for collecting an opinion from high-level experts; 2) questionnaire collecting data for experts; and, 3) questionnaires concerning data collection of the competency for administrators. The questionnaire regarding its reliability in the form of an alpha coefficient was 0.91 in terms of competency for administrators. The data were analyzed by Confirmatory Factor Analysis.

The results of this research were as follows : The component of competency for administrators in Subdistrict Health Promotion Hospitals in the Permanent Secretary for Ministry of Public Health were 10 components, 1) Coordination 2) Communication 3) Strategy planning 4) Analytical thinking 5) Leadership 6) Teamwork 7) Community 8) Service mind 9) Participation community, and 10) Technology & information. The result of the structural test was consistent with empirical data significantly.

Ministry of Public Health should to the utilization of the competency model to evaluate the administrators in Subdistrict Health Promotion Hospitals as it guide the competency for successful of the management level.

**Keywords:** competency, administrators, subdistrict health promotion hospital