

**ORGANIZATIONAL CLIMATE BEFORE  
AND AFTER IMPLEMENTING  
THE HOSPITAL ACCREDITATION PROGRAM  
IN SENA HOSPITAL, PHRA NAKHON SI AYUTTHAYA PROVINCE**



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for the Degree of Master of Public Health in Health Systems Development**

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Program : Master of Public Health (Health Systems Development)  
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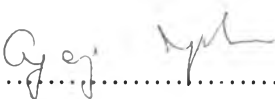
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The purpose of this study was to compare the organizational climate at the beginning and after Implementing the Hospital Accreditation program (HA.) in Sena Hospital, Ayutthaya. 205 hospital staff were during a study, in April 2000 – 2001. They were classified by positions: Physicians and Dentists, other professional, Nurses, Nurse Aides, other supportive personnel, by status: Head & Sub head and member. An organizational climate questionnaire from The Hospital Accreditation-Thailand was the instrument to assess an opinion about the organizational climate at the beginning and after one year implementing of Hospital Accreditation program in the hospital. Study the results of organizational climate changes between two time periods of Hospital Accreditation Program SPSS software program was used for data analysis. Descriptive statistics, t -test was used to compare opinion within each group.

The result showed that the overall organizational climate was highly significantly different between two time periods of Hospital Accreditation program by mean scores were 285.99 with 27.53 standard deviation at the beginning HA. Program and 310.94 mean scores with 26.36 standard deviation after implementing HA. Program. ( $P=0.000$ )

The organizational climate were significantly different in each group of hospital staff 's position and hospital staff 's status. ( $P<0.05$ )

Creativity and improvement of a working system was not significantly different in two time periods of HA. Program. ( $P>0.05$ ).

This study was beneficial to director and administrative committees at Sena hospital as an assessment tool which enables management to identify the strengths and weakness. Such a monitoring indicator in the management of an organization is the warning sign to the administrator for improving and maintaining ongoing future development.

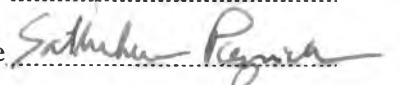
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