

APPENDICES

APPENDIX A

Interview Guideline for Interviews

with Chon Buri Provincial Policy Makers

- I. How do you think about the concept of human resource development for health personnel based on the 8th National Social-Economic Development Plan?
- II. What is the current situation of health personnel academic development in Chon Buri?
- III. How do you think about the value of health center personnel and what are the problems of their academic development and why does it happen?
- IV. How do you think about the development strategic plan for improve health center personnel academic development?

APPENDIX B

Focus Group Discussion with Health Center Personnel in Rural Area

Date of conducting focus group discussion:

Time started:

Time Ended:

Moderator Name..... Recorder Name.....

Participants List

No.	Name	Age	Sex	Function

I. Guideline for conduction focus group discussion

There are two people will conduct the focus group discussion with health center personnel who working in rural area. One is moderator and another one is investigator and responsible for note-taking.

Task of moderator:

- ñ Guide the group using the question guideline.
- ñ Politely stop people who talk too much and encourage those who less talk.
- ñ Patiently bring the discussion back if the group has gone out of the subject.

Task of Note-taker:

- ñ Observation of the group activities
- ñ Taking notes

Instructions:

- ñ Greeting to the group
- ñ Introduce to each other between moderator, investigator and participants
- ñ Explain the purpose of focus group discussion
- ñ

II. Question guideline for focus group discussion

1. What are your opinions to the current criteria and pattern of health center personnel academic development in Chon Buri?
2. Based on your experiences, what are your academic development received from CPHO's supporting?
3. What are your expectations received from CPHO's supporting for your career ladder advantage by academic development and organization development ?

APPENDIX C

Interview Questionnaires on Academic Development With Health Center Personnel in Urban Area

(A) General questions:

1. Identification Number (ID)
2. Sex: Male(M) Female(F)
3. Age (AGE)
4. Position: Health center personnel level
5. Working experience (WE)

(B) Information about the academic development strategic plan

- I. Describe your expectation for CPHO's supporting from provincial health personnel academic development planning.

II. Fill in the blank base on your opinion to the factors which effect to health personnel development in 3 categories (training, academic field trip and continue education).

Score 5: the most, 4: moderate, 3: medium, 2: less, 1: the least

Item	Details	Your opinion				
		1	2	3	4	5
1.	Facilities such as the academic introducer, communication system, database in health personnel academic development					
2.	The policy and regulation of CPHO in supporting for health personnel academic development					
3.	Attention to support academic development and giving health personnel opportunities for academic development					
4.	Knowledge and capacity of personnel which should be developed					
5.	Working behavior of personnel which should be developed					
6.	The decision and eagerness of personnel to develop themselves					
7.	The systematic of commanding and information notify in personnel academic development of CPHO					
8.	The systematic planning for personnel development					
9.	The Situation Analysis of human resource development by provincial					
10.	The acceptance of personnel's opinion in human resource development					

- III. Fill / in the blank which you think that, it is an actual supporting from CPHO provide to health personnel academic development.**
Score 1: strongly disagree, 2: mostly disagree, 3: disagree, 4: not sure, 5: agree, 6: mostly agree, 7: strongly agree

Item	Activities	Score						
		1	2	3	4	5	6	7
1.	Human resource development policy							
2.	The respond to HRD policy of CPHO							
3.	The capacity of CPHO to develop its personnel such as utilization of provincial facilities							
4.	The explicitness of policy development plan of CPHO							
5.	Providing opportunities for academic development of CPHO							
6.	The capacity of Personnel Development Staff							
7.	Various facilities such as information system, database							
8.	The supporting and budget allocation							
9.	Provincial administrators' policy which emphasize on personnel development							
10.	Role and responsibilities of personnel which should be developed							

CURRICULUM VITAE

Name: Ngamnate Rattanachotparnich

Date of Birth: 21-06-1969

Sex: Female

Nationality: Thai

Marital status: Married

Education Background

B.Sc (Nursing) 1991 Lampang Nursing College

Experience

Nurse Dok Kham Tai Community Hospital
Phayao Province 1991-1992

House officer (HRD) Personnel Development and Primary Health Care Sector
(Chon Buri Public Health Office) 1992 till date