

CHAPTER 5

RECOMMENDATION

Recommendations from project deal with policy issues and adaptation to services in the community hospital.

1. Policy
2. Adaptation

1. Policy

This project found that participatory monitoring and evaluation of occupational health services with ambition, faith, and knowledge of management team, can be used as a development tool. Development could occur within areas of leadership, communication, motivation, goal, trust, organization participation, decision-making and responsibility.

Therefore, group process was implemented for acknowledgement, vision, skill, and task to improve quality of standard service behavior. Then, it leads to satisfaction.

Occupational health service was under control of the director of the hospital. Thus, it's necessary to have support from the director of the hospital and team in order to develop occupational health service successfully in the hospital.

2. Adaptation

In order to adapt to participatory monitoring and evaluation of occupational health service, factors such as the following should be considered

1. It is necessary to understand rules and responsibilities. Cooperation between staff for development is necessary for efficiency in participatory work.
2. Set up policy for standards of occupational health service. All staff need to participate so the process could be done under the same organization.
3. Management and organizational behavior design as development tool such as leadership, communication, motivation, vision, mission, goal, trust, participation, decision-making, and responsibility. In addition, group system was used for acknowledgement, vision, skill, and task to improve standards of service behavior, quality, and patient's satisfaction.
4. The occupational health service development was done in a community hospital with 120 beds. However, it might be necessary to develop and adapt to use with hospital different sizes. Community hospitals have different sizes (30, 60, and 90 beds). Thus, they have limited resources and capacities according to their sizes.
5. Provincial Health officer should provide more official development and research on participatory monitoring and evaluation of occupational health in community hospitals in another industrial area.