

## **CHAPTER III**

### **PROPOSAL**

#### **3.1 Introduction**

The Human Resource for Health Development Project was formulated to provide a program of integrated Human Resource Development and Health System Development for Master Degree of Public Health by studying at the workplace. This project aims to develop local health personnel at the provincial level. The pilot project will start in June 1996, and the curriculum is in the process of development by the curriculum planners. Normally when creating the curriculum, the curriculum planners have to provide the objectives in terms of competencies that the students are expected to have when they graduate.

This proposed study aims to develop a list of competencies which can be incorporated into the curriculum and also can be used as one of the tools or indicators for evaluation of the graduates during and after completing the course.

#### **3.2 General Objective**

The general objective of this study is:

To develop a list of competencies to be used as indicators for the evaluation of the output of MPH graduates in this project.

### **3.3 Specific Objectives**

The specific objectives of this study are:

1. Identify appropriate competencies,
2. Determine needs for competency development among various stakeholders,
3. Recommend competencies for curriculum design implementation and evaluation.

### **3.4 Research Questions**

1. What are the competencies required for the MPH graduate?
2. What are the various competencies used by the different organization/institutions for development of public health personnel?
3. What is the use of the list of competencies?
4. What are the factors which determine the required competencies?
5. Who should be involved to formulate the required competencies?
6. Which method is the most suitable to find out the competencies for the MPH course?
7. What are the views and perceptions of the stakeholders in terms of required competencies for this course?

### **3.5 Justification**

The pilot project for Human Resource for Health Development Project will start in June 1996. The project curriculum for the course is in the formulation stage. Therefore, it is necessary to develop the list of competencies required for this course that can be used as the curriculum objectives and as one of the tools or indicators for program evaluation in the future. As I work in this project, I would

like to develop a list of competencies as a part of Research and Development (R&D) component of the project. For any project R&D is an important component because through this we may be able to identify the various ways for improvement, future requirement and unforeseen obstacles.

### **3.6 Research Methodology**

In this study both quantitative and qualitative methods will be used. The quantitative study will be done through self-administered questionnaires on level of agreement with selected competencies, which were quantified on Likert-scale of alternative. The qualitative study will be done through in-depth interviews of respondents with structure questionnaires. Some general questions regarding the MPH graduate by studying at the work place will be asked, such as: perception of usefulness of the course, feasibility of the course, and importance of such a course for health systems development. The questionnaire will be sent by mail for the PCMOs, directors of provincial and community hospitals, and the potential students. For the senior executive of MoPH, it will be personally delivered. For the in-depth interview of the randomly selected respondents, it will be done through personal visits and appointments.

Based on the feedback from the pilot study (see Chapter 4), the questionnaires have been modified accordingly. The questions relating to competencies and to develop a plan for project evaluation will be asked through in-depth interview, focus group discussion and self-administered questionnaire.

### 3.6.1 Sample population

The sample population and the purpose of the selection will consist of following target groups.

(1) The senior executive of MoPH

This group includes high level officials of MoPH who are directly or indirectly involved with the development of the public health personnel. They will be included to get their ideas of required competencies for MPH graduate. It is based on the assumption that the above officials would know the competencies which are required based on the current health problems in the country. It may also indicated the government-level needs in terms of competencies for the MPH graduates.

They will be chosen based on their responsibilities in their respective departments, such as: Office of The Permanent Secretary for Public Health, Department of Medical Service, Department of Health, Department of Communicable Disease Control, Department of Medical Sciences and Office of Food and Drug Administration, so that different ideas from different level responsibilities can be included in the competencies formulation. These groups are also chosen after the discussion with the director of Human Resource for Health Development Project and the biostatistician of the project.

(2) The curriculum planners of the College of Public Health, Chulalongkorn University (CPH, CU) are involved in the study to find out the link between the curriculum and the required competencies.

(3) The lecturers from the other universities who are involved in curriculum development are included to get their ideas.

(4) The Provincial Chief Medical Officers, the Directors of the provincial and community hospitals are involved because of their responsibility as the supervisors of the public health personnel and they may have the knowledge and experience of what competencies are required at the work place. Also, they will be key actors in project implementation.

(5) The public health personnel who are potential candidates for this course are involved to find out their learning needs in terms of competencies which are relevant to their work situation. These are the public health personnel with a Bachelor Degree in medicine, nursing, pharmacy, etc.

### **3.6.2 Sampling and Sample size**

The required sample size of the purposed study will be decided after consulting with the biostatistician of the project. The approximate sample size of each target group and method of selection is as follows. This sample size is based on my own perspective which is subjected to change after discussion with the biostatistician and the project director.

#### **1. The senior executive of MoPH**

There are approximate fifty of this target group in MoPH who are directly or indirectly involve with the development of the public health personnel. Fifty percent of this group will be selected by stratified random sampling.

#### **2. The curriculum planner of CPH, CU.**

In this target group three members will be selected by purposive sampling.

#### **3. The lecturers from the other universities**

In this target group one member each from three selected universities will be selected through purposive sampling.

4. The PCMO, the Director of the provincial and community hospital

All the seventy six PCMOs will be selected and one director from each provincial will be selected by random sampling.

5. The public health personnel

This group represents the public health personnel with Bachelor Degree working in the various provinces. First the provinces will be selected through purposive sampling (provinces where the pilot project will be conducted) in a phased manner. From each province ten potential candidates will be randomly selected.

The sample size for the in-depth interview consist of five from Senior executives of MoPH, two curriculum planners of CPH, CU, one lecturer from each selected university, ten from PCMOs and ten potential students from the purposively selected provinces.

The focus group discussion will have representatives from the entire target groups mentioned in the sample population. The members will be selected by purposive sampling (individual who have better knowledge and experience about competencies will be preferred to the others). The sample size for this group will include, three from senior executives of MoPH, one curriculum planner of CPH, CU, one lecturer, three from PCMOs and two potential students.

### 3.6.3 Instruments

The instruments to be used in the proposed study are self-administered questionnaire, in-depth interview and focus group discussion. The self-administered questionnaire consist of (i) a general profile, e.g., years of service, present position, degree of education, and address; (ii) open-ended questions about what the students should learn from this course; (iii) various desirable professional competencies, i.e., analytical competencies, communication competencies, policy development and programme planning competencies, cultural competencies, human/community development competencies, as a change agent by applying basic health sciences competencies, financial planning and management competencies, adoption of a “public health mind”, adopting good ethical standard of public health practice and acceptance of responsibility with humility, commitment themselves to and advocacy for the mission to achieve better health and quality of life the people, computer competency and leadership qualities; and (iiii) individual suggestions on additional competencies that may be required. Respondents were asked to indicate their level of agreement on the basis of a 5-point Likert-type scale of alternatives: (1) Strongly Disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly Agree. The questionnaires have been modified based on the result of pilot study, such as, how to evaluate this programme, how to include negative competencies in the list (see Appendix B).

The in-depth interview will be done by using structured questionnaire indicated in Appendix C. The respondents will be asked general question about the course in terms of its usefulness, feasibility, required competencies and evaluation of the course.

The main objective of focus group discussion is to find out details of the competencies required for this course. The discussion should focus on the competencies which are relevant to the present and future needs of the country and also focus on various components of evaluation in terms of input, process and output evaluation. The need for pre-test, post-test and other methods of assessment may be discussed in this group. As an outcome of the focus group discussion a list of competencies which is realistic, practical and applicable should be expected. For the questionnaire which will be used for focus group discussion see Appendix D.

### **3.7 Management**

Since it might be difficult to do the entire proposal, especially the data collection alone, I will have to involve other personnel from my unit and project. The existing committee of the Human Resource for Health Development Project which consists of director of the project, deputy Director of Praboromarajchanok Institute, Director of technology unit of Praboromarajchanok Institute, Director of the Bureau Health Policy and Planning, Dean and curriculum planners of CPH, CU.

This committee will be considered as the main management body. Certain important activities like, planning, monitoring, supervision and resource mobilization for the proposed study will be deal through this committee.



Data collection for the proposed study may involve resources in terms of manpower, money and time. The required manpower for data collection may be acquired from the project staff including this researcher. The questionnaire will be sent by mail to the Provincial Chief Medical Officer (PCMO) and public health personnel who are potential candidates for this course.

Follow up by telephone will help to ensure that the questionnaires sent through mail to the PCMO and public health personnel who will attend the course are completed and returned to the researcher's office (Praboromarajchanok Institute) in MoPH. The filled questionnaires from the relevant authorities of MoPH, the curriculum planners and lecturers from various universities will be collected by the researcher and other staff of the project.

The data analysis will be done by the researcher and relevant staff of the project in consultation with the committee. For data interpretation, computer software EPI-INFO will be used for quantitative analysis. Qualitative data will be analyzed by the researcher and relevant staff of the project through descriptive analysis. The list of competencies will be tabulated with percentage rating of the respondents.

The data analysis team will come up with the final list of competencies which may be used for the curriculum objective and also used as indicators for evaluation of the project.

The final list of competencies and the plan for evaluation of the project will be submitted to the committee for approval. The competencies which are relevant for this course may be selected by this committee for incorporation into the curriculum of the College of Public Health where the course will be conducted

### 3.7.1 Budget

The budget for the proposed study will be used from the Human Resource for Health Development project budget, as this study is conducted to find ways to improve the above project. The proposed committee will be responsible for budget procurement and utilization. The finance unit of the project will take care of the accounts of the budget. Total budget for the propose study 43,000 baths. See Table 3.1 for details. The workplan for conducting the study which includes detailed budget items is presented in Table 3.2.

**Table 3.1 Proposed Budget for study**

<b>Items</b>	<b>Amount (bath)</b>
1. Stationary	7,000
2. Data collection	7,000
3. Data entering expense	3,000
4. Data analysis	3,000
5. Transportation	8,000
6. Report typing and binding	3,000
7. Incidental expenses	10,000
<b>Total</b>	<b>41,000</b>

**Table 3.2 Proposal Workplan**

Nature of work	Responsibility persons	Time period	Approximate Budget
1. Modify the questionnaires based on feed back from the pilot study.	Researcher	2nd week of June 1996	No budget involve
2. Introduction the proposed study to project director explaining the purpose and the objectives of the study.	Researcher	4th week of June 1996	No budget involve
3. Selection of staff to assist in the proposed study.	Project director and Researcher	3rd week of July 1996	No budget involve
4. Selection of the respondents from the target groups and finalize the sample size of each target group for self-administered questionnaire, in-depth interview and focused group discussion	Committee members and Researcher	4th week of July 1996	6,000 baths
5. Procure budget for the proposal.	Committee members	4th week of July 1996	No budget involve

continued

**Table 3.2 Proposed Workplan (continued)**

Nature of work	Responsibility persons	Time period	Approximate Budget
6. Print copies of the questionnaires and send to the respondents through mail and personal visit.	Researcher and Selected staff	1st week of August 1996	8,000 baths
7. Follow up for collecting the filled questionnaires by phone and personal visit.	Selected staff	3rd week of August 1996	6,000 baths
8. Focused group discussion.	Researcher and Selected staff	4th week of August 1996	5,000 baths
9. Data entering	Selected staff	1st week of September 1996	3,000 baths
10. Data analysis	Researcher and Selected staff	3rd week of September 1996	3,000 baths
11. Present to the committee/ selection of final list of competencies and developed plan for evaluation of project in future	Researcher	4th week of September 1996	10,000 baths
12. Submit the list of competencies	Researcher	1st week of October 1996	No budget involve