APPENDIXES

Pilot study :

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Proposal :

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APPENDIX A

PILOT STUDY

QUESTIONNAIRE FOR SELF-ADMINISTERED

Questionnaire for identification of competencies aimed to be achieve by MPH Graduates from the Human Resource for Health Development Project.

As a part of my MPH thesis/project "Development of competency list for use as indicator in the planning for Evaluation of Human Resource for Health Development Project, a collaborative project between MoPH and Chulalongkorn University" I am conducting a survey to determine the competencies aimed to be achieve by the MPH graduates.

I, therefore request the kind cooperation from the relevant and selected health authorities of MoPH and universities, such as Chulalongkorn University, Prince of Songkhla University, etc., to give their pertinent opinions, of which you are one of the most important. Your answers will help us to acquire essential information relevant for the development of the curriculum for MPH course conducted by studying at the workplace. A brief description of project is given below.

The Human Resource for Health Development Project is a joint project between the College of Public Health, Chulalongkorn University and Praboromarajchanok Institute including consultation with Health System

Research Institute (HSRJ). This project was formulated to provide a program of integrated Human Resource Development and Health System Development, for the graduates will receive **Master Degree of Public Health by studying at the workplace. This project aim at local health personnel at the provincial level.** The particular aspect of this MPH course is:

(1) Job related training

(2) Interactive learning, not based only on lecture room education

(3) Holistic development of health system as well as human resource

Thank you for your cooperation.

Benjaporn Rajataramya

MPH. student, College of Public Health,

Chulalongkorn University

Questionnaire for identification of competencies required for MPH graduate of Human Resource for Health Development Project.

General information

Years of service...

Present position...

Degree of education...

Address...

Information on competencies

1. What do you wish the public health personnel to learn from MPH course by study at the workplace?

    Please list in order of importance.

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2. Please state whether you agree or disagree with the following competencies and circle the number that best represents your rating.

Scale :   Strongly Disagree   1

Disagree   2

Neutral   3

Agree   4

Strongly Agree   5

2.1 Analytical competencies

- capacity for defining problems	1	2	3	4	5
- evaluating data	1	2	3	4	5
- making relevant inferences from available information	1	2	3	4	5

2.2 Communication competencies

- effectively communicating verbally and in writing	1	2	3	4	5
- presenting information	1	2	3	4	5
- advocating for public health programmes and resource	1	2	3	4	5
- interacting with the media	1	2	3	4	5
- English proficiency	1	2	3	4	5

2.3 Policy development and programme planning competencies

- collecting and summarizing data relevant to an issue	1	2	3	4	5
- to define priorities	1	2	3	4	5
- stating policy/strategic options	1	2	3	4	5
- deciding on appropriate policy/strategy	1	2	3	4	5
- developing a comprehensive plan/program	1	2	3	4	5
- developing mechanism and system to monitor and evaluate programmes	1	2	3	4	5
- develop essential information infrastructure	1	2	3	4	5

2.4 Cultural competencies

- understanding the dynamic forces which contribute to   1   2   3   4   5

  culture diversity

- interacting sensitively with persons from different   1   2   3   4   5

  socio-economic and educational backgrounds

- identifying the roles of cultural, social and behavioural   1   2   3   4   5

  factors in determining health and health system

2.5 Human/community development competencies

- understand the importance of individual and community   1   2   3   4   5

  in health development

- identify appropriate individual and community strengths   1   2   3   4   5

  upon which to develop

- ability to work effectively as partners with community   1   2   3   4   5

  and other stakeholders

- ability to motivate individuals and groups to concerted   1   2   3   4   5

  action

2.6 Act as a change agent by applying basic health sciences competencies

- defining, assessing and understanding the health status   1   2   3   4   5

  of populations and other socio-economic factors affecting

  health

- applying behavioural, social and biomedical sciences   1   2   3   4   5

2.7 Financial planning and management competencies

- understanding of the programme budgeting system   1   2   3   4   5

- determining fiscal priorities   1   2   3   4   5

- developing and presenting a budget   1   2   3   4   5

- monitoring programme performance   1   2   3   4   5

- using human relation skills to manage organizations   1   2   3   4   5

and resolve conflicts

2.8 Adoption of a " public health mind "

- pursuing continuous learning that integrates theory   1   2   3   4   5

and practice

- adopting a holistic view of health system   1   2   3   4   5

- adopting system perspective, balancing between   1   2   3   4   5

public goods, private goods and interest groups

- understanding the concept of equity, freedom and choice   1   2   3   4   5

as well as the rights and responsibilities of individuals

in the health care system

2.9 Adopting good ethical standard of public health practice and accept responsibility with humility

- taking risks under conditions of uncertainty,   1   2   3   4   5

inadequate information and other constraints

- taking action without risks under informed and   1   2   3   4   5

well-calculated conditions

2.10 Commit themselves to and advocate for the mission   1   2   3   4   5

to achieve better health and quality of life for the people

2.11 Computer competencies · 1   2   3   4   5

2.12 Leadership qualities

- Developing an internal consensus on organizational   · 1   2   3   4   5
priorities

- Locating responsibility for the organization 's direction   · 1   2   3   4   5
and performance

- Enlisting internal and external support for the   · 1   2   3   4   5
organization 's purposes

- Managing conflicts between economic and professional   · 1   2   3   4   5
interests

3. Please rank the competencies required for MPH graduate according to your view as per the scale.

Scale :　　Least important　1

Less important　2

Neutral　　　　3

Important　　　4

Most important　5

3.1 Analytical competencies □

3.2 Communication competencies □

3.3 Policy development and programme planning competencies □

3.4 Cultural competencies □

3.5 Human/community development competencies □

3.6 Act as a change agent by applying basic health sciences □

competencies

3.7 Financial planning and management competencies □

3.8 Adoption of a " public health mind " □

3.9 Adoption good ethical standard of public health practice and □

accept responsibility with humility

3.10 Commit themselves to and advocate for the mission to □

achieve better health and quality of life for the people

3.11 Computer competencies □

3.12 Leadership qualities □

4. Please suggest additional competencies, if required.

4.1..

4.2..

4.3..

4.4..

4.5..

APPENDIX B

PROPOSAL

QUESTIONNAIRE FOR SELF-ADMINISTERED

Questionnaire for identification of competencies required for MPH graduate of Human Resource for Health Development Project.

General information

Years of service..

Present position..

Degree of education..

Address..

Information on competencies

1. What do you wish the public health personnel to learn from MPH course by study at the workplace?

　　Please list in order of importance.

....

....

....

....

....

2. Please state whether you agree or disagree with the following competencies and circle the number that best represents your rating.

Scale :   Strongly Disagree   1

               Disagree   2

               Neutral   3

               Agree   4

               Strongly Agree   5

2.1 Analytical competencies

- capacity for defining problems   1   2   3   4   5

- synthesis of problems   1   2   3   4   5

- evaluating data   1   2   3   4   5

- making relevant inferences from available   1   2   3   4   5

  information

2.2 Communication competencies

- effectively communicating verbally and in writing   1   2   3   4   5

- presenting information   1   2   3   4   5

- advocating for public health programmes and resource 1   2   3   4   5

- interacting with the media   1   2   3   4   5

- English proficiency   1   2   3   4   5

2.3 Policy development and programme planning competencies

- collecting and summarizing data relevant to an issue	1	2	3	4	5
- to define priorities	1	2	3	4	5
- stating policy/strategic options	1	2	3	4	5
- deciding on appropriate policy/strategy	1	2	3	4	5
- developing a comprehensive plan/program	1	2	3	4	5
- developing mechanism and system to monitor and evaluate programmes	1	2	3	4	5
- develop essential information infrastructure	1	2	3	4	5

2.4 Cultural competencies

- understanding the dynamic forces which contribute to culture diversity	1	2	3	4	5
- interacting sensitively with persons from different socio-economic and educational backgrounds	1	2	3	4	5
- identifying the roles of cultural, social and behavioural factors in determining health and health system	1	2	3	4	5

2.5 Human/community development competencies

- understand the importance of individual and community in health development	1	2	3	4	5
- identify appropriate individual and community strengths upon which to develop	1	2	3	4	5
- ability to work effectively as partners with community and other stakeholders	1	2	3	4	5
- ability to motivate individuals and groups to concerted action	1	2	3	4	5

2.6 Act as a change agent by applying basic health sciences competencies

- defining, assessing and understanding the health status   1   2   3   4   5

of populations and other socio-economic factors affecting

health

- applying behavioural, social and biomedical sciences   1   2   3   4   5

2.7 Financial planning and management competencies

- understanding of the programme budgeting system   1   2   3   4   5

- determining fiscal priorities   1   2   3   4   5

- developing and presenting a budget   1   2   3   4   5

- monitoring programme performance   1   2   3   4   5

- using human relation skills to manage organizations   1   2   3   4   5

and resolve conflicts

2.8 Adoption of a " public health mind "

- pursuing continuous learning that integrates theory   1   2   3   4   5

and practice

- adopting a holistic view of health system   1   2   3   4   5

- adopting system perspective, balancing between   1   2   3   4   5

public goods, private goods and interest groups

- understanding the concept of equity, freedom and choice   1   2   3   4   5

as well as the rights and responsibilities of individuals

in the health care system

2.9 Adopting good ethical standard of public health practice and

accept responsibility with humility

- taking risks under conditions of uncertainty,   1   2   3   4   5

inadequate information and other constraints

- taking action without risks under informed and   1   2   3   4   5

well-calculated conditions

2.10 **Commit themselves to and advocate for the mission** 1 2 3 4 5

     to achieve better health and quality of life for the people

2.11 **Computer competencies**

    - basic computer 1 2 3 4 5

    - advance computer 1 2 3 4 5

2.12 **Leadership qualities**

    - Developing an internal consensus on organizational 1 2 3 4 5

     priorities

    - Locating responsibility for the organization 's direction 1 2 3 4 5

     and performance

    - Enlisting internal and external support for the 1 2 3 4 5

     organization 's purposes

    - Managing conflicts between economic and professional 1 2 3 4 5

     interests

3. Please rank the competencies required for MPH graduate according to your view as per the scale.

Scale :   Least important   1

Less important   2

Neutral   3

Important   4

Most important   5

3.1 Analytical competencies   ☐

3.2 Communication competencies   ☐

3.3 Policy development and programme planning competencies   ☐

3.4 Cultural competencies   ☐

3.5 Human / community development competencies   ☐

3.6 Act as a change agent by applying basic health sciences   ☐

competencies

3.7 Financial planning and management competencies   ☐

3.8 Adoption of a " public health mind "   ☐

3.9 Adoption good ethical standard of public health practice and   ☐

accept responsibility with humility

3.10 Commit themselves to and advocate for the mission to   ☐

achieve better health and quality of life for the people

3.11 Computer competencies   ☐

3.12 Leadership qualities   ☐

4. Please suggest additional competencies, if required.

4.1..

4.2..

4.3..

4.4..

4.5..

5. How to evaluate this programme?

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6. What indicators should be used for evaluation?

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APPENDIX C

QUESTIONNAIRE FOR IN-DEPTH INTERVIEW

1. Do you think this course will be useful for Human Resource for Health

Development?

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2. Do you think this course will be feasible or not?

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3. Do you think this course will be important to solve the health manpower

problems?

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4. What problems do you fore-see in conducting this course?

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5. What competencies are required for this course?

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6. Do you think it is important to develop our own competencies for this course or not?

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7. What should be the criteria to formulate the required competencies?

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APPENDIX D

GUIDELINE FOR FOCUS GROUP DISCUSSION

1. The need to develop required competencies for this course.

2. The criteria for selected competencies.

3. The guidelines required for developing competencies.

4. Development of competencies based on future need.

5. Discussion on negative competencies.

6. As an out put of focus group discussion, a list of competencies should be formulated.

7. The various uses of competencies

8. Advantages and disadvantages of competencies.

9. How to evaluate this project?

10. The indicators that can be used for evaluation including competencies.

11. The various methods for evaluation, such as, pre test, post test, etc.

STUDENT 'S CURRICULUM VITAE

Name   Ms. Benjaporn Rajataramya

Nationality   Thai

Date of Birth   29 November, 1963

Education

1986   Bachelor of Nursing

Area of Interest

                  Health management

Work experience

1994-   Training officer, Human Resource Development

                  Division, Praboromarajchanok Institute, MoPH, Thailand

1986-1994   Registered Nurse, Maharaj Nakornsrithumaraj Hospital,

                  Nakornsrithumaraj Province, Thailand