

CHAPTER I

Introduction

Thailand has recently undergone dramatic changes in its economy, society, and technology, transforming the nation from an agriculture-based country to a more industrialized nation. The concerns of most Thai people have turned from merely earning a living to improving their quality of life (WHO, BMN). Thus, the structure of society has been altered and large numbers of people have migrated from rural areas to the cities. This has caused overcrowding in big cities and fierce competition in seeking employment. Consequently, national development has adapted in order to respond to the changing needs of the population as well as competition with other countries in terms of economy and technology.

The Eighth National Economic and Social Development Plan (1997-2001) focuses more on human development, enabling the work force to improve its skills and determine the direction of national development. Industries such as health care, engineering & construction, communications and others, have attempted to develop the potential of human resources and set priorities to develop education. The government has allocated high budgets according to this program structure; for example, the annual national budget for production and development of the health

manpower project described in the 8th Socio-Economic Plan is increased every year for five years.

Numerous programs and projects were created to spread knowledge, teach skills, and provide training. For example, short courses for training, continuing education, and continuing internal service studies aimed at increasing knowledge, improving performance, and meeting manpower needs were created to attain the goals of organizational development.

The Medicine and Public Health Departments made efforts to inform the public to raise health awareness which would lead to future development. At the same time, health care workers were offered the opportunity to gain new knowledge and increase their potential for providing quality service and health information to the public. These developments benefited both the general population and health care staff.

The Operating Room (O.R.) of Rajavithi Hospital undertaken by Medical Service Department (M.S.D.), Ministry of Public Health (MoPH), offers the Rajavithi Hospital Operating Room Nursing Curriculum Development (RHORNCD) as a program for development the training system of the O.R. nurses and the outcome is a human resource development. Possibility assessment of the RHORNCD is a pilot study to assess the opportunity and feasibility of the RHORNCD by identifying the competent and powers in the external and internal environment of the organization

which will influence the implementation of the RHORNCD. Once identified, these forces can be assessed to determine the successful channels for implementation the RHORNCD.

Moreover, this study will identify which powers are positive or negative and how they can be utilized to benefit the organization. This study will not cover creation of the curriculum but some parts of the study are related to discovering the ideas and needs of O.R. nurses and other stakeholder to guide further development of the role of O.R. nurses. Information about the nurses' needs in the RHORNCD are part of an opportunity to advocate implementation of the RHORNCD, created to develop the role and performance of the nurse. This development will achieve the need up to the information gathered. This study will examine the affected channels to create a plan for successful implementation.

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