

CHAPTER V

The possibility assessment of the RHORNCD in the situation of Thailand's economic collapse

5.1. Introduction

The possibility assessment of RHORNCD analyzed in chapter 3 has been changed because of the impact of the recent economic situation in Thailand. This economic collapse is likely to impact on both government and private sector, also on the people as a whole. It is due to such change that we have to consider the impact of this situation on the RHORNCD once again.

Thailand had been facing the problem of the economic slowdown since 1996 and in 1997 it needs to request for financial assistance from the International Monetary Fund (IMF which is an organization established in order to provide help to the countries facing economic problems by offering raising loans and giving suggestions and guidance in methods for improving the economic improvement. The result of the severe economic crisis in Thailand has a severe impact on all levels of the people. The development of all factories on the technological progress and competition with other countries has been recessed. Many companies have shut down

and laid off their staff. Because many people are jobless and do not have any incomes to earn their livings, the overall purchasing power has decreased.

The financial system of the Thai government has also gotten worse. The 8th Socio-economic Development Plan has been revised to suit the present situation of Thai's economy. Many budgets were cut in order to save the monetary fund of Thai economy. Many budgets were cut to save the monetary fund of Thailand. Thus, all budgets have to be carefully used for their ultimate benefits.

5.2. Situation Analysis

If we analyze the current situation of Thailand, we can see the impact of the economic situation on the RHORNCD briefly show as follow:

Political/policy: At present, Thailand still has a very limited scheme for the human resource development in competition with other countries in terms of business and technology since the economic situation cannot advocate any advanced progress. However, human resource development is considered to be one of the most important plans of Thailand during this economic recession so that its people will be ready to compete with other countries when Thai economy picks up once again.

Thailand thus should have stronger advocates and address in human resource development. This scheme is also in line with the commitment between Thailand and IMF regarding the support for the development of human resources and the expansion of the fundamental education level of Thai people.

Economics: Since Thai Government has a limited budget for human resource development, the RHORNCD, therefore, has violent competition with other human resource development programs in order to be the first priority program to convince funding. For the nurses (or customers of RHORNCD), the purchasing power has decreased, so the demand for RHORNCD may also be decreased. On the other hand, the demand of the new graduate nurses or the nurses for the RHORNCD may be increased because it is difficult to find a job at this time. Thus, if the cost of RHORNCD program is not too high, it will be a positive alternative for nurses to have a further development in order to increase their capability to compete with others in the future when they apply for jobs.

Socio-demography: Many people will be educated and will gain more opportunities for their education in the future because the commitment between Thailand and the IMF mentions that Thailand should not cut, if possible, the budget of human resource development. At the same time, the new law has determined the fundamental education of Thai people by expanding the graduated level to be at least level twelve. The new law also addresses human rights which allow Thai people to

have their rights to know information about themselves. In the future, therefore, if there is a mistake because of malpractice, the patient will be able to sue the health team worker whose practice has been implemented in some civilized countries such as the United States of America.

Technology: During this time when technology is in a period of slow progression, nurses will have good opportunities to develop their roles and address more cares to the patients.

O.R. organization: Because of the decrease in purchasing powers, the patients from private hospital have been drained into government hospitals. Therefore, the income of Rajavithi Hospital is increased because of a greater number of its patients, but likewise the staff nurses are required to work harder.

5.3. Discussion

The current economic status of Thailand advocates human resource development such as the RHORNCD program. Thailand, under the present situation, has no choices other than preparing and improving its people's capabilities within every organization in the country. It will be a good time, while waiting for the economy to be restored in good condition, to implement this method for the readiness and future competition with other countries.

The staff O.R. nurse have to work harder if this program is implemented. The workload for the first step of this program can be reduced by eliminating redundant duties and encouraging the co-ordination and collaboration with the T.O.R.N. whereas the students' assistance can reduce workload at the final stages because they will have more skill and discipline on the work when their program are nearly complete. At the end, all these students will become the manpower of the O.R. organization of Rajavithi Hospital.

If Rajavithi Hospital can manage the final stages of the program to be overlapped between the first month of new group's program and the last month of the preceding group's program, such a preceding group can reduce the workload of the O.R. staff nurse because by helping them to take care of the new group for one month before they complete their program. By This way, they will also have good opportunities to practice themselves as a team leaders before they graduate and actually begin their O.R. work.

5.4. Conclusions

Although the current status of Thailand's economy is not good, it is still an appropriate time for human resource development. The conclusions are therefore still the same as previously determined. The O.R. organization at Rajavithi Hospital has the possibility to formulate the RHORNCD under the following condition:

a) It has to improve the role of the professional O.R. nurse by addressing more nursing care to meet the stakeholder needs.

b) It has to eliminate the redundant duties in order to show the role of the O.R. nursing cares to the stakeholder.

In case this program has to be postponed because of the lack of funding, it is not likely to impact on the RHORNCD because the O.R. organization has to spend the time first for many significant improvement within the organization before its step towards the RHORNCD implement.