

Chapter 5

Conclusions, implications, and recommendations

The project training program for head nurses in human resource planning was implemented to assess and improve the knowledge of human resource planning of head nurses in Mahosot Hospital, LAO P.D.R. The data was collected with a questionnaire developed by the project organizer. An analysis of the data showed that knowledge in relation to human resource planning of head nurses had increased as a result of the training program. The activities for discussion on human resource planning was shown totally at good level. It means that there was a positive significant progression of knowledge about human resource planning.

Conclusions

The findings of the training program can be concluded as follows:

1. The knowledge of head nurses regarding human resource planning is at good level, and significantly higher at the .05 level.
2. The discussion performance of head nurses regarding human resource planning is at good level.
3. The training program for head nurses regarding human resource planning is at good level.

Implications

1. For nursing personnel planning

This training program will prove beneficial in improved service for patients, better ward management activities, and more effective planning for nursing personnel. However, a nursing manual for human resource planning is also needed.

2. For future research

The training program for nursing personnel planning was provided a higher result for the development of nursing in LAO P.D.R. The future research area in nursing administration should emphasis on quality of service for the clients. In terms of research methodology, the participatory in nursing action research would be suitable.

Recommendations

For further training nursing personnel planning, a manual of the training program may reproduced for head nurses at different hospitals.

Continuing education related to planning for nursing personnel will be requested to provide ongoing staff education and maintain the service for patients effectively and economically.

As the participants had greatly varying levels of basic education. The future training program can be generalized for the head nurses as a whole. unless to identify nurses' knowledge and practice regarding human resource planning.

The test of knowledge could be expanded to include more items and to measure application rather than recall of knowledge.

Follow - up observations could be useful to evaluate the effects of behavioral interventions in practice in the ward.

The cognitive content of the instrument could be developed. Some open - ended questions may be needed to identify opinions on planning for nursing personnel.

The duration of the program could be extended from 3-5 days because of behavioral intervention in practice.