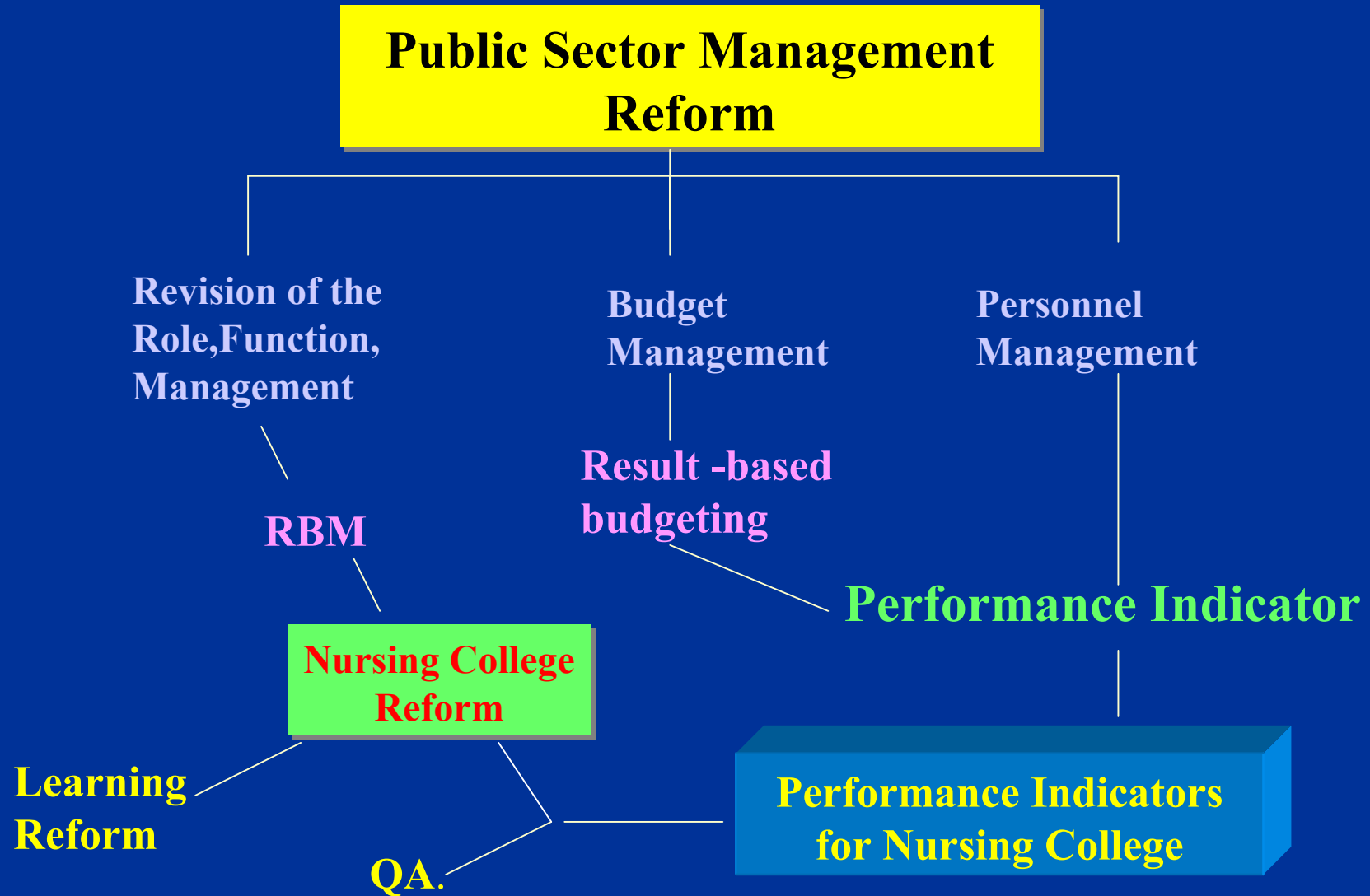


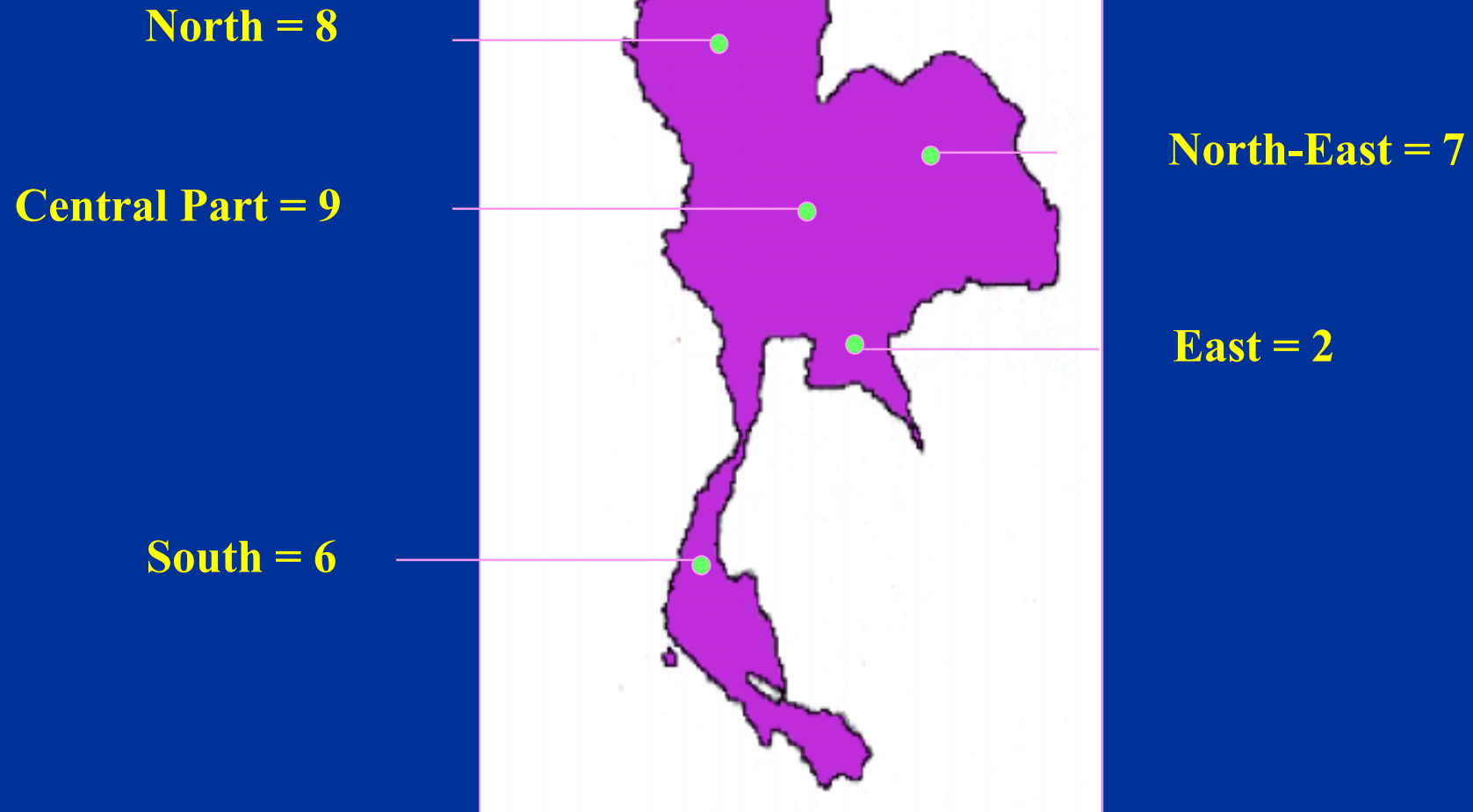
PERFORMANCE INDICATORS DEVELOPMENT
FOR NURSING COLLEGES UNDER THE
MINISTRY OF PUBLIC HEALTH

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Background & Rationale



Nursing Colleges under the Ministry of Public health



RESEARCH OBJECTIVES

1. To develop performance indicators and criteria for measuring the efficiency and the effectiveness of nursing colleges of the Ministry of Public Health.

2. To examine the quality of performance indicators and criteria for measuring the efficiency and the effectiveness of nursing colleges of the Ministry of Public Health.

Objectives and missions of Nursing Colleges

- Health personnel production,
- Health workforce development,
- Research, and
- Academic service

Input

Processes

Output

Outcomes

Efficiency
Indicators

Effective
Indicators

Basic Theory to Conceptual Framework

Objectives and missions of nursing colleges

- Health personnel production
- Health workforce development,
- Research, and
- Academic service

Output and Outcome

Efficiency and effectiveness indicators and criteria of nursing college performance

Conceptual Framework

Research design

Action Research - Three Stages

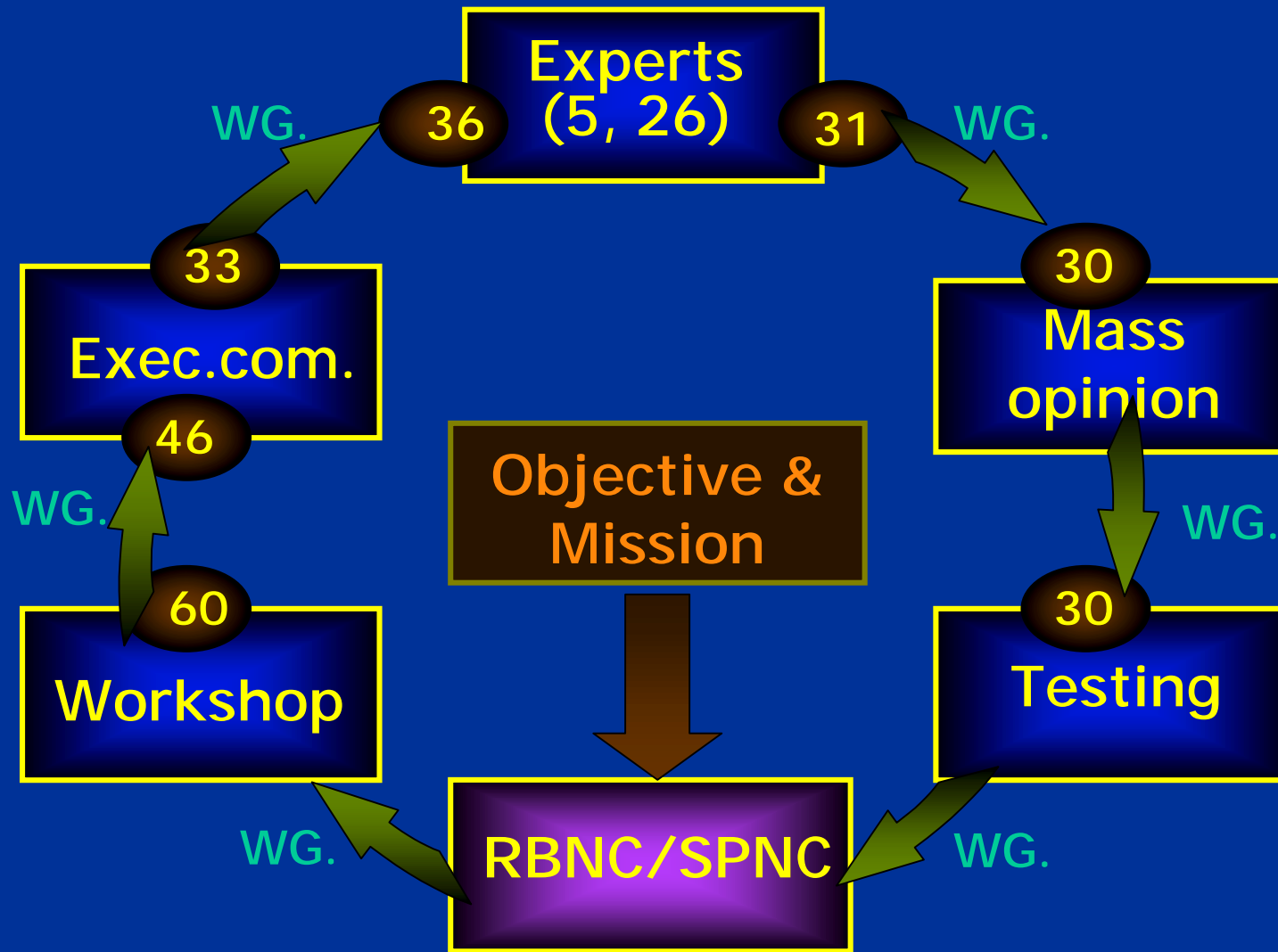
Qualitative & Quantitative Approaches

Three stages

Stage 1: Development of the performance indicators frame work

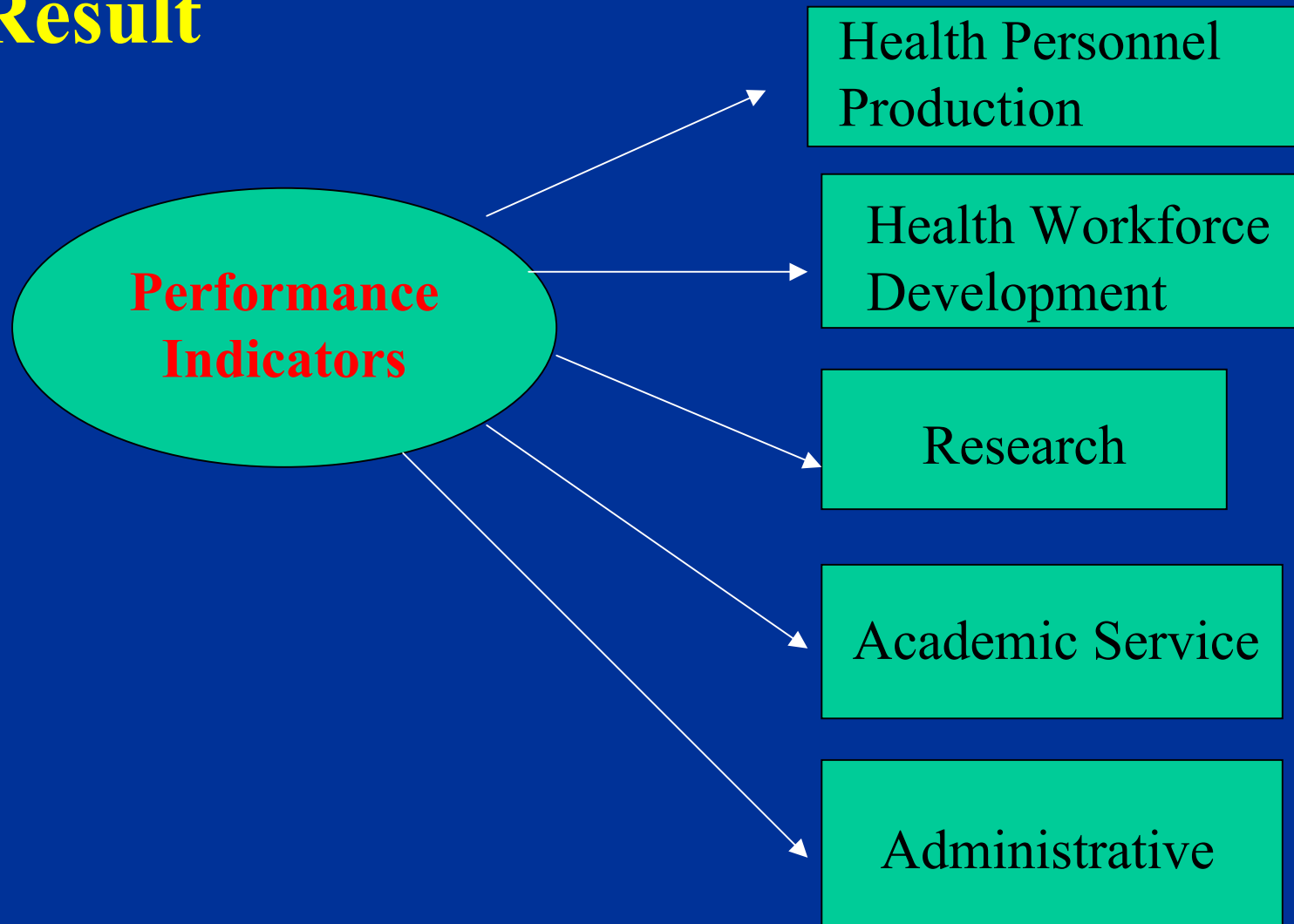
Stage 2: Development of performance indicators and criteria, and to examine the quality of performance indicators

Stage 3: Operation Testing of the Performance Indicators and Criteria

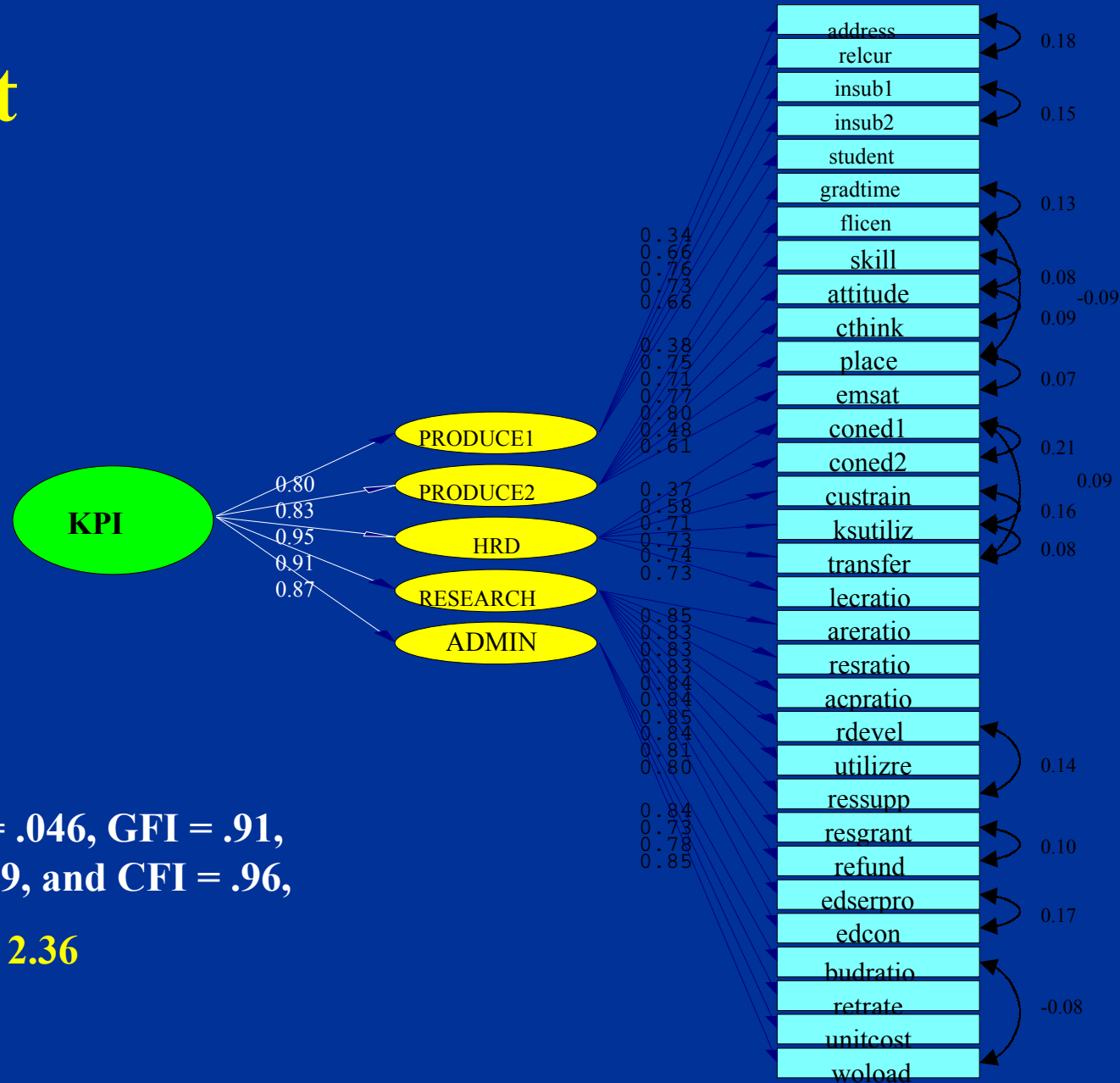


Performance Indicator Development Process

Result



Result



RMSEA = .046, GFI = .91,
AGFI = .89, and CFI = .96,

$\chi^2 / df = 2.36$

Modified model of the Nursing college performance indicator

Result

Efficiency Indicators

The 2nd, 3rd, 4th, 13th, 15th, 16th, 17th, 23th, 24th, 25th, 27th, 28th, 29th,
30th indicator

Effectiveness Indicators

The 1st, 5th, 6th, 7th, 8th, 9th, 10th, 11th, 12th, 14th, 18th, 19th,
20th, 21th, 22nd, 26th indicator

Result

1. Group I Indicator, that was measurable at the time being. They were the 1st, 5th – 7th, 13th, 16th-18th, 23rd-25th and 27th-29th indicator (14 indicators).
2. Group II Indicator, that needed the valid instruments to measure. They were the 8th-11st, 14th and 19th (6 indicators).
3. Group III Indicator, that found data unavailable but the colleges were improving their operation and also the information system. They were the 3rd, 4th, 21st, 26th, and 30th indicator (5 indicators).
4. Group IV Indicator, that had neither result nor information at the time being. They were the 2nd, 12th, 15th, 20th, and 22nd indicator (5 indicators).

Result

The interviewed Data

- **Structure and organization**
- **Management system**
- **Nursing college development**
- **Availability of tools and data which relevant to PIs**
- **Understanding the concept of developing and using performance indicators**

Quality of Performance Indicators

Content Validity

Construct validity

Relevancy

Appropriateness

Practicality

Implication

1. Researcher should emphasize the need to clarify :

1.1 The goal, objectives, missions, organization
context

1.2 The objective of performance indicator
development

2. Pre-operational training

3. Effective information System & Management System