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Abstract
It is beyond dispute that health care organizations have gone thr- ough a re volutional change during the past two decades, and that par- ticularly fierce competitions have occurred during the past five years. Under this new scenario,efforts to reduce the personnel scale as well as to modify salary and benefit structure were two of the main managerial advocates in fa- shion. Nursing division, as an interdependent part of he alth service del- ivery system, hasnaturally been the focused target for these changes and reforms. While issues involved in such structural cha changes aimed at reducing cost and maxiizing output are complex, the need to address them in a proactive manner are essentialfor the nursing departments to ensure their effective services. Hence, for head of nu- rsing divisions, to manage better health services and to improve medical care quality under such teansition, a broad human resources policy has to be wellplanned, developed, and implemented. For this to happen, the first step requires that the previously underrated perso- nnel function incorporates newdimensions and nursing sector appraisal improves the way in which human resources are analyzed. The traditional way, having the right type of properly trained staffs in the right places, was not sou -nd enough; the reality of those often underpaid, poorly motivated and increasingly dissatisfied workforces has to be coped with timely and compl etely. The human resources aspects of nursing department includes both what is to be achieved (better distribution of staffs, improving skills, chan -ging work practices etc.) and how these functions are to be implemented

Major factors such as resources allocation and staff behavior ch- anging have also to be counted in and explained. To do so, we draw on recent developments inorg- anizational theory and apply these theor- ies to account for one or another feature of the changing health care scene; we believe that better staff per formance arises both from overt changes

changes, such as newer skills, and also from subtle changes, such as staff professional commitments and impro- oved morale generally. It is in this sense this thesis will attempt to study the influence of leader- ship, professional commitments, and work values, on jobsatisfaction for hospitals' staff nurses inTaiwan.

Based on a questionnaire survey of 460 hospital nursing staffs,this study Sheds light on four areas:

a.government-owned or non-government-owned hospitals' nursing sta - ffs have government-owned or non-government-owned hospitals'nu - rsing staffs have higher regards for leadership, professional commit -ment, work values, and job satisfaction ?

b.what personnel data or experience have played significant role in or havethe great impact on leadership, professional commitment, work values, and jobsatisfaction. The results did identify several attributes and commit- tment-relevant experience and suggest that the influence potential- varies significantly with age, position, and tenure.

c.what significant interactive relations exist among leadership, profess -ional commitment, work values, and job satisfaction dimensions, is casual or associated relationship? Does any moderator exist?

d.identify the major factors or principal components was composed of four major interrelated dimensions, namely leadership, professional commitment, work values, and job satisfaction.

Finally, a structural equations modeling (path analysis) and cano- nical analysis was conducted to assess the overall fitness of statistical model and to assure that the empirical results is in consistency with theoretical assertions.

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