

RESIGN RATE AND REASON OF MEDICAL STAFF IN A DEPARTMENT IN A THAI UNIVERSITY: WHAT CAN WE LEARN?

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ABSTRACT

To maintain the good qualified person in the organization is the important concept in human resource administration. The problem of resigning is common in some specific works such as medical work. In Thailand, the brain drainage of high level medical personnel from governmental organization is an important public health problem. Here, the author specifically discusses on a case study of resign rate and reason of medical staff in a department in a Thai university.

KEYWORDS: Medical, Staff, Resign, University, Thailand.

INTRODUCTION

To maintain the good qualified person in the organization is the important concept in human resource administration. The problem of resigning is common in some specific works such as medical work. In Thailand, the brain drainage of high level medical personnel from governmental organization is an important public health problem. Here, the author specifically discusses on a case study of resign rate and reason of medical staff in a department in a Thai university. The lesson learnt from this case can be a good data for further administration system improvement.

CASE STUDY

The case is from a department in Faculty of Medicine, in a governmental university in Bangkok, Thailand, a developing country in Southeast Asia. Due to privacy reason, the name of the department and university is hereby blinded. Within the past 10-years, overall 6

medical staffs, including to professors, who are qualified physician and academic personnel of the department continuously resign from the department. Only the non-MD staffs and young graduated MD who have only partial work in the department still retains. Giving the reasons, all resigned staffs mentioned for having "a new job". Tracing back, the department has the internal problem of conflict between two groups of staffs and there is no good support from the dean of faculty or chancellor of the university.

DISCUSSION

Poor administration is the common problem in many developing countries [1-2]. In Thailand, due to higher rate of salary and no political problem in private medical hospital [1, 3], many physicians who work in governmental institute resign and change the work. The present case study is a situation from a department in governmental university in Thailand.

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It can be seen that in 10-year period, all qualified medical physicians resign from this department and reflect the poor administration of the department as well as the faculty.

The heavy workload, poor salary and the poor respectfulness are the common reason for brain drainage. It is no doubt that the poor administration is common in developing countries. Conflict of interest to support only peer group is a totally unwanted administration behavior but commonly seen. To promote the successful human resource administration, the good selection of the administrator is needed and there must be the way to control the ethics of the administration team of the organization.

CONFLICT OF INTEREST: None

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