

## References

- Al-Sawai, A. (2013). Leadership of healthcare professionals: Where do we stand?. **Oman Medical Journal**, 28 (4), 285–287, from <https://doi.org/10.5001/omj.2013.79>.
- Al-Tarawneh, K. I. (2020). Business ethics in human resources management practices and its impact on the organizational performance. **Verlas: Teorija Ir Praktika**, 21 (1), 402-411.
- Barney, J. (1991). Firm resources and sustained competitive advantage. **Journal of Management**, 17 (1), 99–120.
- Boxall, P., & Purcell, J. (2011). **Strategy and human resource management**. 3rd ed. New York: Palgrave Macmillan.
- Budhwar, P. (2010). Evaluating levels of strategic integration and devolvment of human resource management in India. **Journal of World Business**, 45 (2), 168-179.
- Chaudhary, R., Sareen, S., & Singh, S. (2020). Employee turnover: Causes, consequences, and retention strategies. **Indian Journal of Positive Psychology**, 11 (2), 186-194.
- Delaney, J. T., & Huselid, M. A. (1996). The impact of human resource management practices on perceptions of organizational performance. **Academy of Management Journal**, 39 (4), 949–969.
- Delery, J. E., & Doty, D. H. (1996). Modes of theorizing in strategic human resource management: tests of universalistic, contingency, and configurational performance predictions. **Academy of Management Journal**, 39 (4), 802–835.
- Gu, R. (2017). Research on the correlation between nursing human resource management and nurses' job satisfaction in primary hospitals. **Modern Economic Information**, 13, 104.
- Guest, D. E. (1997). Human resource management and performance: A review and research agenda. **The International Journal of Human Resource Management**, 8 (3), 263–276.
- Guo, H. Y. (2016). Discussion on the management of human resources in grassroots hospitals. **China Collective Economy**, 16, 109-110.
- He, H. Y. (2004). Human assets are strategic resources of hospitals. **Health Economics Research**, 02, 49.
- He, X. (2019). Talent Strategy and business strategy resonate with each other. **Human**

**Resources**, 07, 66-68.

- Hong, J. D. (2020). Research on Strategic Human Resource Management the cornerstone of modern hospital management system. **Knowledge and Action**, 05, 117-120.
- Huselid, M. A. (1995). The impact of human resource management practices on turnover, productivity, and corporate financial performance. **Academy of management Journal**, 38 (3), 635-672.
- Karim, M. M., Choudhury, M. M., & Latif, W. B. (2019). The impact of training and development on employees' performance: an analysis of quantitative data. **Noble International Journal of Business and Management Research**, 3 (2), 25-33.
- Li, Y. P. (2022). Research on Performance Management of public Hospitals. **Administrative Enterprise Assets and Finance**, 11, 40-42.
- Lin, M. J. (2011). Public Participation in public service strategic management: Reasons, mechanisms and significance. **Taxation and Economics**, 05, 33-37.
- Liu, W. Y., Cheng, Z. G., Zhang, A. D., & Ma, X. F. (2015). Work satisfaction survey of primary medical staff in a county of Chengde City before and after medical reform. **Health Management (Health organizations and businesses)**, 027, 83-84.
- Maria, E. S. (1992). Effects of questionnaire design on the quality of survey date. **Public Opinion Quarterly**, 56 (2), 206-217.
- Mellahi, K., & Harris, L. C. (2016). Response rates in business and management research: An overview of current practice and suggestions for future direction. **British Journal of Management**, 27 (2), 426-437.
- Nie, X. M., Wei, Y. X., Cui, X. Y., Su, Q., Wang, P. F., Zhang, L. H., & Yu, Y. (2014). Implementation of Strategic Management in Public Hospitals under the PDCA Framework. **Chinese Hospital Management**, 03, 30-32.
- O'Donoghue, D., & van der Werff, L. (2022). Empowering leadership: balancing self-determination and accountability for motivation. **Personnel Review**, 51 (4), 1205-1220.
- Onyango, J. W., & Wanyoike, D. M. (2014). Effects of training on employee performance: A survey of health workers in Siaya County, Kenya. **European Journal of Material Sciences**, 1 (1), 11-15.
- Pfeffer, J. (1994). **Competitive advantage through people: Unleashing the power of the workforce**. Boston: Harvard Business Press.
- Racko, G., Oborn, E., & Barrett, M. (2019). Developing collaborative professionalism: An investigation of status differentiation in academic organizations in knowledge

- transfer partnerships. **The International Journal of Human Resource Management**, 30 (3), 457-478.
- Samuel, C. C. (1988). **Strategic Management**. New York: Random House.
- Schein, E. H. (2010). **Organizational culture and leadership**. John Wiley & Sons.
- Schuler, R. S. (1992). Strategic human resources management: Linking the people with the strategic needs of the business. **Organizational Dynamics**, 21 (1), 18-32.
- Stefanie, D. (2020). The problem-centred expert interview'. Combining qualitative interviewing approaches for investigating implicit expert knowledge. **International journal of Social Research Methodology**, 24 (3), 265-278.
- Ulrich, D. (1997). Measuring human resources: An overview of practice and a prescription for results. **Human Resource Management**, 36 (3), 303-320.
- Wang, D. Y. (2010). Performance Management based on strategic Objectives: Performance management practice of a hospital in the Three Gorges Reservoir Area. **Modern Economic Information**, 15, 83-85.
- Wang, Z. X. (2017). An introduction to the dilemma faced by the personnel management system of primary hospitals and its solution measures. **Motherland**, 10, 105.
- Wright, P. M., McMahan, G. C., & McWilliams, A. (1994). Human resources as a source of sustained competitive advantage: A resource-based perspective. **International Journal of Human Resource Management**, 5, 301-326.
- Xue, R., Li, Q., Zhang, Q. Zhao, Y. H., Xu, X. D., & Tian, J. L. (2022). Analysis on the present situation of midwifery human resource allocation in Chengde City. **Peer**, 24, 144-146.
- Xun, S. S., Liu, X., Jiang, X. C., Wang, L. (2022). Current situation and Countermeasures of human Resource Management in primary hospitals. **Journal of Jining Medical College**, 04, 298-300.
- Yang, Y. P. (2018). Application of PEST model combined with SWOT matrix method in strategy formulation of a tertiary hospital. **Chinese health Industry**, 14, 43-45, 48.
- Zeytinoglu, I. U., & Denton, M. (2006). **Satisfied workers, retained workers: Effects of work and work environment on homecare workers' job satisfaction, stress, physical health, and retention**. (p. 117). Ottawa: Research Institute for Quantitative Studies in Economics and Population, McMaster University.
- Zhang, W. H. (2018). Discussion on the application of performance appraisal in human resource management of grassroots hospitals. **Modern Marketing (next issue)**,

12, 188.

Zhou, H. W., Wei, Z. Y., Wang, X., Du, S. S., Ning, Y. J., & Liu, N. (2021). Consideration on the construction and education training of primary medical and health personnel in Chengde City. **Health care guide**, 019, 284.

Zhou, X. H. (2019). Current Situation of human resource management in primary hospitals and evaluation of corresponding suggestions. **Liaoning Economy**, 08, 62-63.

มหาวิทยาลัยราชภัฏธนบุรี