

Table 4. Required Competence Level (RCL), Present Competence Level (PCL) and Educational Needs (Need) of This Study Related to Public Health Services according to Position

Category	Variables	Team leaders and higher (N = 28)						Staff (N = 76)					
		RCL		PCL		Need		RCL		PCL		Need	
		Rank	M	Rank	M	Rank	M	Rank	M	Rank	M	Rank	M
	Overall	-	4.09	-	3.67	-	1.58	-	4.07	-	3.38	-	3.43
Community assessment	1. Data collection	8	4.11	11	3.67	8	1.76	2	4.19	3	3.53	8	3.75
	2. Analysis of the present health conditions and problems in community	2	4.32	8	3.75	2	2.47	2	4.19	11	3.37	5	4.34
Service selection	3. Acknowledgement of concept and types of public health services	8	4.11	2	3.89	21	0.73	19	3.96	5	3.49	21	2.23
	4. Selection of public health services corresponding to established objectives and function of the hospital	1	4.36	1	4.04	14	1.40	1	4.25	1	3.71	18	2.68
	5. Range of community and roles in area to be provided with public health services by the hospital	4	4.21	4	3.78	10	1.66	4	4.18	2	3.65	20	2.27
	6. Selection of adequate public health services and health policy in for the community	10	4.07	14	3.59	9	1.74	6	4.16	4	3.50	14	3.28
	7. Selection of adequate public health services corresponding to needs of the community	4	4.21	11	3.67	6	2.11	4	4.18	14	3.33	6	4.03
	8. Priority in selection of public health services	20	3.96	11	3.67	19	0.99	14	4.07	5	3.49	17	2.71
	9. Selection of primary health services	10	4.07	10	3.70	15	1.31	13	4.09	12	3.35	13	3.37
Objective of services	10. Concept of goal and objectives (input, process, output)	10	4.07	4	3.78	18	1.02	15	4.02	9	3.47	16	2.75
	11. Establishment of goal and objectives	6	4.18	4	3.78	13	1.49	15	4.02	7	3.48	15	3.03
	12. Establishment of annual or monthly objectives	17	4.00	7	3.77	22	0.71	21	3.81	7	3.48	22	1.34
Process of services	13. Strategies of recognition of present condition and analysis of problems	3	4.29	14	3.59	1	2.76	6	4.16	12	3.35	3	4.52
	14. Communication and problem-solving	13	4.04	19	3.52	7	1.87	18	4.00	16	3.26	11	3.58
	15. Management of process	13	4.04	17	3.58	3	2.16	11	4.12	10	3.39	12	3.54
	16. Advertisement and marketing	13	4.04	17	3.58	3	2.16	12	4.11	14	3.33	10	3.60
	17. Management of budget	13	4.04	14	3.59	12	1.59	10	4.13	16	3.26	7	3.98
Community networking	18. Seeking community resources	17	4.00	9	3.74	20	0.86	9	4.14	18	3.24	1	4.87
	19. Effective network of community resources	7	4.15	3	3.85	17	1.04	8	4.15	20	3.20	2	4.73
Evaluation	20. Evaluation of theory of public health services	22	3.79	20	3.44	16	1.08	22	3.75	19	3.21	19	2.57
	21. Practice of evaluation	21	3.86	22	3.37	11	1.65	20	3.95	21	3.19	9	3.67
	22. Application of results of evaluation and feedback	17	4.00	21	3.41	5	2.14	15	4.02	22	3.05	4	4.51