



Unit Pengajian Siswazah
Jabatan Hal Ehwal Akademik
(Graduate Studies Unit)
Academic Affairs Department
Universiti Utara Malaysia

PERAKUAN KERJA KERTAS PROJEK
(Certification of Project Paper)

Saya, yang bertandatangan, memperakukan bahawa
(I, the undersigned, certify that)

ZULHAI BIN MOHD NOR AFFENDY

calon untuk Ijazah **SARJANA SAINS (PENGURUSAN)**
(candidate for the degree of)

telah mengemukakan kertas projek yang bertajuk
(has presented his/her project paper of the following title)

KEPUASAN PESAKIT TERHADAP PERKHIDMATAN HOSPITAL

seperti yang tercatat di muka surat tajuk dan kulit kertas projek
(as it appears on the title page and front cover of project paper)

bahawa kertas projek tersebut boleh diterima dari segi bentuk serta kandungan dan meliputi
bidang ilmu dengan memuaskan.

(that the project paper acceptable in form and content and that a satisfactory knowledge of
the field is covered by the project paper).

Nama Penyelia : **DR. HAJI ABDULLAH B. HAJI ABDUL GHANI**
(Name of Supervisor)

Tandatangan :
(Signature)

10/11/2004

Tarikh :
(Date)

**KEPUASAN PESAKIT TERHADAP PERKHIDMATAN
HOSPITAL**

ZULHAI BIN MOHD NOR AFFENDY

**UNIVERSITI UTARA MALAYSIA
2003**

KEPUASAN PESAKIT TERHADAP PERKHIDMATAN HOSPITAL

Kertas projek ini dikemukakan kepada Fakulti Pengurusan Perniagaan
sebagai memenuhi sebahagian daripada keperluan ijazah
Sarjana Sains (Pengurusan)
Universiti Utara Malaysia

Disediakan oleh:

ZULHAI BIN MOHD NOR AFFENDY

© ZULHAI BIN MOHD NOR AFFENDY, DIS 2003

KEBENARAN MERUJUK KERTAS PROJEK

Kertas projek ini dikemukakan sebagai memenuhi sebahagian daripada keperluan pengijazahan program Sarjana Sains Pengurusan. Saya bersetuju membenarkan pihak perpustakaan UUM mempamerkannya sebagai bahan rujukan. Saya juga bersetuju bahawa sebarang bentuk salinan samada secara keseluruhan atau sebahagian daripada kertas projek ini untuk tujuan akademik adalah dibolehkan dengan kebenaran penyelia kertas projek atau Dekan Fakulti Pengurusan. Sebarang bentuk salinan dan cetakan bagi tujuan komersil dan membuat keuntungan adalah dilarang sama sekali tanpa kebenaran bertulis daripada penyelidik. Pernyataan rujukan kepada penyelidik dan UUM perlulah dinyatakan jika sebarang bentuk rujukan dibuat ke atas kertas projek ini. Kebenaran untuk menyalin atau menggunakan kertas projek ini hendaklah dipohon melalui:

Dekan
Fakulti Pengurusan Perniagaan
Universiti Utara Malaysia
06010 Sintok
Kedah Darul Aman

PENGHARGAAN

Dengan nama Allah Yang Maha Pengasih Lagi Maha Penyayang.

Bersyukur saya ke hadrat Ilahi justeru dengan limpah kurnia dan izinNya maka kertas projek berjudul Kepuasan Pesakit Terhadap Perkhidmatan Hospital ini berjaya disiapkan pada waktunya.

Di ruang kecil ini saya ingin merakamkan jutaan terima kasih kepada Dr. Haji Abdullah bin Abd Ghani selaku penyelia kertas projek yang telah banyak memberi panduan dan tunjuk ajar dalam melakukan penyelidikan ini dengan lebih baik justeru ianya amat membantu saya memperkuatkan semangat dan disiplin diri bagi menyelesaikan kertas projek ini. Tidak ketinggalan terima kasih saya kepada pensyarah yang terlibat di fasa awal, sahabat-sahabat dan rakan seperjuangan khususnya Amal, Hamid, Yazli, Fakrul, Khairil, Siau, Loo dan lain-lain serta responden yang memberikan kerjasama, sumber maklumat serta idea-idea yang bernas.

Terima kasih jua kepada Dr. Norida Ahmad, Ketua Penolong Pengarah (Perubatan) Alor Star, Dr. Sharif Ishak bin Sharif Abdullah, Pengarah Hospital Jitra, Dr. Malek dan semua staf di Unit Kecemasan dan Pentadbiran Hospital dalam memberi kebenaran dan kerjasama bagi membantu kelancaran pengutipan data penyelidikan.

Teristimewa buat isteri, Hazami Ahmad Nawawi dan putera puteri saya, Amirul, Arief dan Hanis yang penuh rela mengharungi susah payah serta berkorban kasih dan waktu dalam menjayakan misi dan perjuangan saya.

Akhir sekali, saya menyisipkan doa dan harapan moga kiranya kertas projek ini dapat memberi seraup manfaat kepada sesiapa jua yang berminat menelusuri arus deras ini. Jazakallahu khairan khasira.

Sekian, terima kasih.

ZULHAI MOHD NOR AFFENDY

ISI KANDUNGAN

PERKARA

MUKASURAT

Penghargaan	i
Isi Kandungan	ii
Senarai Jadual dan Gambarajah	v
SenaraiDaftar Istilah	vi
Abstrak	vii
Abstract	viii
Bab 1: LATAR BELAKANG KAJIAN	
1.0 Pendahuluan	1
1.1 Pernyataan Masalah	2
1.2 Objektif Kajian	8
1.3 Kepentingan Kajian	10
1.4 Skop dan Limitasi Kajian	12
1.5 Definisi Konsep	13
1.5.1 Pelanggan	14
1.5.2 Perkhidmatan	14
1.5.3 Komunikasi	15
1.5.4 Kepuasan	16
1.5.5 Persepsi	17
1.5.6 Kualiti	18
1.6 Perkhidmatan Hospital Jitra, Kedah	19
1.7 Pengorganisasian Tesis	22
1.8 Penutup	23
Bab 2 : PEMBENTUKAN TEORI DAN HIPOTESIS KAJIAN	
2.0 Pendahuluan	24
2.1 Definisi Pembolehubah	24
2.1.1 Kepuasan Pesakit	25
2.1.2 Masa Menunggu	27
2.1.3 Komunikasi	29
2.1.4 Ciri-ciri Pesakit	30
2.2 Teori Jangkaan	32
2.3 Ulasan Karya Lalu	35
2.4 Kesimpulan Kajian Lalu	41
2.5 Pembentukan Hipotesis Kajian	45
2.6 Model Kajian	47
2.7 Penutup	49

PERKARA

MUKASURAT

Bab 3 : KAEDAH KAJIAN

3.0	Pendahuluan	50
3.1	Tempat Kajian	51
3.2	Jenis Kajian	52
3.3	Pemilihan Responden	54
3.4	Prosedur Kajian	55
3.4.1	Sampel Kajian	56
3.4.2	Kaedah Pemilihan Sampel	56
3.4.3	Saiz Sampel	57
3.5	Alat Kajian	57
3.5.1	Kaedah Pengutipan Data	58
3.5.2	Rekabentuk Borang Soal Selidik	59
3.6	Pengukuran Pemboleh Ubah	62
3.6.1	Ciri-ciri Demografi Pesakit	63
3.6.2	Masa Komunikasi Doktor	65
3.6.3	Masa menunggu	68
3.6.4	Kepuasan Pesakit	70
3.7	Pra Ujian	73
3.7.1	Keputusan Pra Ujian	73
3.7.2	Langkah Cadangan	75
3.8	Analisis Kajian	76
3.8.1	Ciri-ciri Pesakit	76
3.8.2	Masa Menunggu	77
3.8.3	Masa Komunikasi Doktor	78
3.9	Penutup	79

Bab 4 : KEPUTUSAN KAJIAN

4.0	Pendahuluan	80
4.1	Maklumat Deskriptif Responden	80
4.2	Objektif Pertama	85
4.3	Objektif Kedua	86
4.3.1	Faktor Umur	87
4.3.2	Faktor Masa Menunggu	88
4.3.3	Faktor Masa Komunikasi	89
4.4	Objektif Ketiga	91
4.5	Keputusan Keseluruhan Kajian	94
4.6	Penutup	96

PERKARA**MUKASURAT****Bab 5: KESIMPULAN DAN CADANGAN**

5.0	Pendahuluan	97
5.1	Gambaran Ringkas Kajian	98
5.2	Penemuan Utama Kajian	100
	5.2.1 Objektif Pertama	100
	5.2.2 Objektif Kedua	101
	5.2.3 Objektif Ketiga	103
	5.2.4 Analisis Cadangan Responden	105
5.3	Implikasi Kajian	107
	5.3.1 Implikasi Pengurusan	108
	5.3.2 Implikasi Akademik	108
5.4	Batasan Kajian	109
5.5	Masalah Kajian	110
5.6	Saranan Kepada Pengurusan Hospital Jitra	111
	5.6.1 Latihan Dalaman Petugas	112
	5.6.2 Ruang Informasi Bagi Golongan Muda	112
	5.6.3 Pengenalan Sistem Kod Bar Pesakit	113
	5.6.4 Pengenalan Tag Jenis Servis	114
	5.6.5 Kiosk Farmasi Hospital	115
5.7	Hala Tuju Kajian Masa Depan	115
5.8	Penutup	116
	Rujukan	118
	Appendiks	129

SENARAI JADUAL DAN GAMBARAJAH

Jadual 4.1	: Taburan responden berdasarkan jantina	81
Jadual 4.2	: Taburan responden berdasarkan umur	81
Jadual 4.3	: Taburan responden berdasarkan status perkahwinan	82
Jadual 4.4	: Taburan responden berdasarkan bilangan anak	83
Jadual 4.5	: Taburan responden berdasarkan status Pendidikan	83
Jadual 4.6	: Taburan responden berdasarkan jenis pekerjaan	84
Jadual 4.7	: Taburan responden berdasarkan pendapatan bulanan	85
Jadual 4.8	: Keputusan Ujian-t untuk menganalisis perbezaan tahap kepuasan pesakit antara lelaki dan wanita terhadap perkhidmatan hospital	86
Jadual 4.9	: Keputusan Ujian Kolerasi untuk menguji perkaitan umur dengan tahap kepuasan pesakit	87
Jadual 4.10	: Keputusan Ujian Kolerasi bagi menguji hubungan masa menunggu pesakit dengan tahap kepuasan pesakit	88
Jadual 4.11	: Keputusan Ujian Kolerasi bagi menguji hubungan masa komunikasi dengan tahap kepuasan pesakit	90
Jadual 4.12	: Keputusan Ujian Regresi terhadap pengaruh faktor masa menunggu, masa rawatan, faktor umur dan jantina terhadap kepuasan pesakit	92
Jadual 4.13	: Pengujian hipotesis berdasarkan Ujian-t, Ujian Kolerasi dan Ujian Regresi terhadap hipotesis pertama (H_{a1}) hingga hipotesis kelima (H_{a5})	95
Jadual 5.1	: Analisis komen dan cadangan responden	106
Rajah 2.1	: Model kajian: Faktor-faktor yang mempengaruhi kepuasan pesakit terhadap perkhidmatan di hospital	48

SENARAI DAFTAR ISTILAH

Analisis multivariat	-	Multivariate analysis
Bersandar	-	Dependent
Beta terpiawai	-	Standardized beta
Kehomosedastisitian	-	Homoscedasticity
Kelinearan	-	Linearity
Kemudahan	-	Facility
Kenormalan	-	Normality
Ketekalan	-	Consistency
Koefisien beta	-	Beta coefficient
Konteks dimensi	-	Dimension context
Mesra pelanggan	-	Customer friendly
Pengukuhan sokongan	-	Consolidate support
Persampelan	-	Sampling
Prasarana	-	Infrastructure
Pra ujian	-	Pilot test
Reliabiliti	-	Reliability
Skala	-	Scale
Tidak bersandar	-	Independent

ABSTRAK

Kaji selidik ini secara umumnya dijalankan bagi mengenalpasti faktor-faktor yang mempengaruhi kepuasan pesakit terhadap perkhidmatan di hospital: Tumpuan kajian di Hospital Jitra, Kedah Darul Aman. Masalah yang wujud di dalam perkhidmatan hospital awam seperti masalah masa menunggu, masa komunikasi doktor di bilik rawatan dan ciri-ciri pesakit adalah faktor utama yang menjadi asas kajian ini. Secara khusus kajian ini bertujuan untuk melihat perbezaan tahap kepuasan pesakit berdasarkan faktor jantina. Kajian ini juga akan melihat hubungan faktor umur pesakit, masa menunggu dan masa rawatan dengan tahap kepuasan pesakit. Akhir sekali, pengaruh keseluruhan faktor kajian akan dikenalpasti samada ia signifikan dengan tahap kepuasan pesakit terhadap perkhidmatan hospital. Kajian yang melibatkan 361 responden ini mengambil data di Unit Kecemasan Hospital Jitra dengan menggunakan kaedah persampelan rawak sistematik dan pengedaran borang soal selidik secara pos. Seterusnya lima hipotesis yang dibentuk dianalisis menerusi SPSS menggunakan statistik deskriptif, ujian-t, ujian korelasi dan ujian regresi linear untuk mencari signifikansi faktor pemboleh ubah yang diselidiki. Dapatan kajian menunjukkan kesemua faktor mempunyai perkaitan dan pengaruh yang signifikan dengan kepuasan pesakit serta tidak wujud perbezaan tahap kepuasan pesakit berdasarkan jantina. Kesimpulan analisis menunjukkan bahawa faktor masa rawatan adalah paling penting dan kritikal dalam menentukan tahap kepuasan pesakit berbanding faktor-faktor lain di mana semakin meningkat masa rawatan maka semakin tinggi tahap kepuasan pesakit. Justeru itu, antara lain kajian ini menyarankan pengurusan hospital khususnya para doktor agar lebih peka dan teliti serta mempertingkatkan kualiti komunikasi dengan pesakit di bilik rawatan agar tahap kepuasan pesakit dapat diperbaiki.

ABSTRACT

This research is generally used to recognize the patient's satisfaction of the hospital services: Focus study in Jitra Hospital, Kedah Darul Aman. The main problems in the patient's satisfaction such as waiting time, communication time of doctor in treatment room and patient's characteristic are the main factors which based in this research. In fact, the objectives of this study is used to determine the difference of patient's satisfaction based on gender. This study also to identify the correlation of age, waiting time and treatment time factors toward the level of patient's satisfaction. Finally, the influence of the factors will be determine whether it is significant with the level of patient's satisfaction toward the hospital services. The research data which involved of 361 respondents was collected in the Emergency Unit of Jitra Hospital. Systematic random sampling technique and a set of questionnaire by post was used. Then, five hypothesis was analysed through SPSS by using descriptive statistics, T-test, correlation test and linear regression test to find out the significant of the variable factors. The findings showed that the variable factors are correlated and significantly influenced with the level of patient's satisfaction but not determined the difference of satisfaction between gender. This analysis concluded, the treatment time factor was the most critical and important than others. If more time used in treatment, the patients more satisfied. Furthermore, this research proposed that the hospital management especially the doctors will be careful and sensitive in term to improve and increase communication quality and satisfaction with the patients in the hospital's treatment room.

BAB SATU

LATAR BELAKANG KAJIAN

1.0 Pendahuluan

Perkhidmatan hospital, pusat kesihatan dan klinik adalah penting di dalam sesebuah negara bagi memastikan kesihatan masyarakat berada di tahap yang terkawai. Seiring pembangunan pesat negara, perkhidmatan hospital awam dan swasta mampu dinikmati oleh semua rakyat sejak dua dekad lalu. Kajian *National Health Morbidity* pada tahun 1996 mendapati bahawa kira-kira 93% penduduk negara ini berada di dalam lingkungan lima kilometer dari kemudahan kesihatan (Mohd Zuki Pileh, Rohaiza Ismail, Hamidah Zabidi, 2003).

Kejayaan negara dalam meningkatkan status kesihatan masyarakat telah memberikan persepsi baru dikalangan pesakit terhadap kepentingan kualiti pengurusan kesihatan khususnya di hospital awam. Di kaca mata pesakit sebagai pelanggan hospital, mereka sentiasa mengharapkan perkhidmatan berkualiti serta komunikasi

The contents of
the thesis is for
internal user
only

Rujukan

- Abraham H. Maslow (1954). *Motivation and personality*. New York: Harper & Row.
- Ahmad Atory Hussain (1986). *Tingkah laku organisasi dalam pengurusan moden*. Kuala Lumpur: Dewan Bahasa dan Pustaka.
- Ahmad Mahdzan Ayob(1992). *Kaedah penyelidikan sosioekonomi*. Kuala Lumpur: Dewan Bahasa dan Pustaka.
- Anderson, J., et al. (1996). *Training for effective continuous quality improvement*. New York: McGraw-Hill.
- Andrew, P.H. & Hershel, R.T. (1996). *Organizational communication-empowerment in a technology society*. USA: Houghton Mifflin.
- Armstrong, B. (1992). Wait for it. *Health Service Journal*, 10(12), p.31.
- Baker, J. A., & Lamb, C. W. (1993). Measuring architectural design service quality. *Journal of Professional Service Marketing*, 10 (1), pp.89-106.
- Baker, R. (1990). Development of a questionnaire to assess patients' satisfaction with consultations in general practice. *British Journal of general Practice*, 302, 6785, pp.487-90.
- Ballantyne, D. (1990). Coming to grips with service intangible using quality management techniques. *Marketing intelligence & Planning*, 8 (6), pp.4-10.
- Berry, L. L., Parasuraman. A., & Zeithaml. V. A. (1988). The service quality puzzle. *Business Horizons*, Sept-Oct, pp.35-43.
- Berry, L. L., Zeithmal, V. A. & Parasuraman. A. (1990). Five imperatives for improving service quality. *Sloan Management Review*, Summer, pp.29-38.
- Berry, L.L., & Parasuraman, A. (1991). *Marketing service: competing through quality*. New York: The Free Press.

- Bimbang kes kecuaiian doktor jejakkan kepercayaan rakyat. (2003, 10 April). *Utusan Malaysia*, p.10.
- Bird, D. (2000). *Marketing: insight & outrages*. Britain: Koogan Page Limited.
- Bitner, M. J. (1990). Evaluation service encounters: The effect of physical surroundings and employee responses. *Journal of Marketing*, 54 (4), pp.69-82.
- Bitner, M.J. (1992). Servicescapes: the impact of physical surroundings on customers and employees. *Journal of Marketing*, 56 (4), pp.57-71.
- Bolton, R. N. & Drew, J. H. (1991). A longitudinal analysis of the impact of service changes on customer attitudes. (John E. G. Bateson (Eds.). *Managing Services Marketing (2nd ed.)*. pp. 539-550.
- Bopp, K.D. (1990). How patients evaluate the quality of ambulatory medical encounter: a marketing perspective. *Journal of Health Care Marketing*. 10 (3), pp.6-15.
- Brown, S. W. & Swartz, T. A. (1989). A gap analysis of professional service quality. *Journal of Marketing*, 53 (4), pp.92-98.
- Buang masa hubungi hospital, semua maklumat sudah diberikan. (2003, 8 Januari). *Utusan Malaysia*, p.10.
- Bursch, B., Beezy, J. & Shaw, R. (1993). Emergency department satisfaction: what matters most? *Annals of Emergency Medicine*, 22(3), pp.586-91.
- Butow, P., Dunn, S. & Tattersall, M. (1996). Communication with cancer patients: does it matter? *Journal of Palliative Care*, 11, pp.34-8.
- Calnan, M., Milewa, T. (1996). Citizen and patient satisfaction with health services in Europe. (Vienonen, M.,Eds.). *European Health Care Reforms: Citizen Choice and Patients' Right*. WHO Regional Office for Europe, Copenhagen, pp.58-78.
- Campbell, D.T. (1967). Stereotypes and the perception of group differences. *American Psychologist*, 22, pp.507-514.

- Carman, J. M. (1990). Consumer perceptions of service quality: an assessment of the SERVQUAL dimensions. *Journal of marketing*, 66 (1), pp.33-55.
- Carr, S. (1992). Patients rules, OK? *Health Service Journal*. 5312, 102 (7), p.31.
- Clearly, P.D. & Mc Neill, B.J. (1988). Patient satisfaction as an indicator of quality care. *Inquiry*, 25, Spring, pp.25-36.
- Comstock, T.W. (1994). *Fundamental of supervision: the first-line manager at work*. New York: Delmar Publishers Inc.
- Coyne, K. (1989). Beyond service fads: meaningful strategies for the real world. *Sloan Management Review*. Summer, pp.69-76.
- Cragan, J.F. & Wright, D.W. (1995). *Communication in small groups: theory, process, skills* (4th ed). USA: West Publishing Co.
- Cronin, J. & Taylor, S. (1992). Measuring service quality: a re-examination and extension. *Journal of Marketing*, 56(7), pp.55-68.
- Crosby, P.B. (1984). *Quality without tears*. New York: Mc Graw-Hill.
- Daniels, T.D. & Spikers, B.K. (1991). *Perspective on organizational communication* (2nd ed). USA: Wmc Brown Publishers.
- Dansky, K.H. & Miles, J. (1997). Patient satisfaction with ambulatory healthcare services: Waiting time and filling time. *Hospital & Health Services Administration*, 42,(2), Summer 1997.
- Dash, P. (1992). Quality doctors?. *International Journal of Health Care Quality Assurance*. 5 (2), pp.26-6.
- Deming, W.E. (1981). *Management of statistical techniques for quality and productivity*. New York: New York University Publishing.
- Denton, D.K. (1989). *Quality Service*. Texas: Gulf Publishing Co, Houston.
- Diskaun melegakan penyakit. (1997, 27 Disember). *Mingguan Massa*, p.10.

- Dokter keluar minum serentak. (2003, 10 Oktober). *Berita Harian*.
- Donn, M. (1988). Are you waiting comfortably? *Nursing Times*, 84(10), pp.29-30.
- Evans, A.M. & Wakeford, J. (1964). Research on hospital outpatients and casualty attendance: a strategy for improvement. *British Medical Journal*, 299, pp.722-4.
- Field, S. (1998). Medical technology and health care careers. *100 Best Careers For The 21st Century*, p.93.
- Ford, S., Fallowfield, L. & Lewis, S. (1996). Doctor-patient interaction in oncology. *Social Science and Medicine*, 42, pp.1511-19.
- Forgus, R.H. (1966). *Perception*. New York: Mc Graw-Hill Book Co.
- Gadis cacat telinga akibat pembedahan. (2003, 18 Oktober). *Berita Harian*, p.18.
- Gagliano, K.B. & Hathcote, J. (1994). Customer expectations and perceptions of service quality in retail apparel specialty stores. *Journal of Services Marketing*, 8 (1), pp. 60-69.
- Goetsch, L (1995). *Introduction to total quality- quality management for production, processing and services*. New Jersey: Prentice Hall.
- Hankinson, A. (1991). Cue for queue cutting. *Health Service Journal*, 21(3), p.20.
- Hansman, H. & Schutjens, V. (1993). Dynamics in market segmentation: a demographic perspective on age-specific consumption. *Marketing and Research Today*, 21(3), pp.139-47.
- Hart, M.C. (1992). Low technology. *British Journal of Healthcare Computing*, 9(8), pp.19-22.
- Hart, M.C. (1995). Improving out-patient clinic waiting times: methodological and substantive issues. *International Journal of Health Care Quality Assurance*, 8,(6). [Available: <http://www.ebscohost/ehostvgw8.epnet.com>].
- Hays, R.D. & Ware, J.E. (1986). My medical care is better than yours. *Medical Care*, 24 (6), pp.519-25.

- Herzberg, F., Mausner, B. and Snyderman, B. (1959), *The Motivation to Work*. New York: John Wiley & Sons.
- Hospital siasat kaki bayi lebam. (2003, 25 Mac). *Berita Harian*, p.13.
- Hsieh, Mei-o & Kagle, J.D. (1991). Understanding patient satisfaction and dissatisfaction with health care. *Health & Social Work*, Nov, 16, p.281.
- Jais Sahok (1986, 17 November). Generasi baru dan pembangunan Negara. *Berita Harian*, p.10:1.
- Jawapan doktor mengecewakan. (2003, 6 Ogos). *Berita Harian*, p.10.
- Johnston, R. (1995). The determinants of service quality: satisfiers and dissatisfiers. *International Journal of Service Industry Management*, 6 (5), pp. 53-71
- Juran, J.M (1993). *Juran on planning for quality*. New York: Free Press Publishing Co.
- Kamus Dewan* (1986). Kuala Lumpur: Dewan Bahasa dan Pustaka.
- Kamus Dewan* (1993). Kuala Lumpur: Dewan Bahasa dan Pustaka.
- Kadir Dikoh (2003, 28 Mac). Doktor cuai: kerajaan teliti perundangan. *Berita Harian*, p.14.
- Kaur, M.G. (1990, Ogos 27). Malaysia: satu kisah kejayaan. *Utusan Malaysia*, p. 6:4.
- Koch, H. (1991). Obstacles to total quality in health care. *International Journal of Health Care Quality Assurance*, 4 (3), pp.30-1.
- Kotler, P. (1980). *Principles in marketing*. New Jersey: Prentice-Hall, Englewood Cliffs.
- Kotler, P. (1988). *Principles of marketing (3rd ed.)*. New Jersey: Prentice-Hall.
- Kotler, P. and Armstrong, G. (1991). *Principles of Marketing (5th ed.)*. New Jersey: Prentice-Hall, Englewood Cliffs.

- Kurata, J.H., Watanabe, Y., Mc Bride, C., Kawai, K. & Andersen, R. (1994). A comparative study of patient satisfaction with health care in Japan and the United States. *Social Science & Medicine*, 39 (8), pp.1069-76.
- Lagi alami pengalaman pahit di Hospital Jitra (2003, 6 Januari). *Utusan Malaysia*, p.10.
- Lal, S., et al. (1990). Outpatients and quality: the need for information. *Health Services Management*, 10, pp.231-5
- Landro, L. (2001, July 13). Emergency rooms new technology will ease their traumas. *Wall Street Journal (Eastern Ed)*, 238,p.9.
- Leo Lim (1994, 14 Disember). Redesigning structure effectively. *New Straits Times*, p.10.
- Likert, R. (1932). A technique for the measurement of attitudes. *Archives of Psychology*, 140, pp.1-55.
- Lovelock, C. (2001). *Service marketing: people, technology, strategy* (4th ed). New Jersey: Prentice hall.
- Luahan perasaan seorang doktor hospital daerah. (2003, 10 Januari). *Utusan Malaysia*, p.10.
- Lumsden, G. & Lumsden, D. (1997). *Communicating in groups and teams- sharing leaderships* (2nd ed). USA: Wadsworth Publishing & Co.
- Miller, B. (1991). Striving for quality in outpatients department. *Health Service Journal*, 11(10), p.1323.
- Mair, F.(2000). Systematic review of studies of patient satisfaction with telemedicine. *British Medical Journal*, 6/3/2000,Issue 7248,1517,p.4.
- Mannion, S. & Jones, M.P. (1991). Monitoring waiting times in outpatient departments. *Health Service Management*, 6, pp.114-15.
- Mansor Ahmad Saman & Abdul Rahim Said (1988). *Perutusan dalam pengurusan- ke arah pengurusan berkesan*. Kuala Lumpur: Penerbitan Fajar Bakti Sdn. Bhd.

- Marquis, M.S., Davies, A.R. & Ware, J.E. (1983). Patient satisfaction and change in medical care provider: a longitudinal study. *Medical Care*, 21(8), pp.821-29.
- Mc Call, R.B. (1994). *Fundamental statistics for behavioral sciences* (6th ed). USA: Harcourt Brace College Publisher.
- McClelland, D.C. (1955). *Studies in motivation*. New York: Appleton-Century-Crofts.
- McCool, J. & Morris, J. (1999). Focus of doctor-patient communication in follow-up consultations for patients treated surgically for colorectal cancer. *Journal of Management in Medicine*, 13,(3) [Available: <http://www.emerald-library.com/brev/02513cd1.htm>].
- McDougall, G.H. & Levesque, T.J. (1994). Benefit segmentation using service quality: an investigation in retail banking. *International Journal of Banking Marketing*. 12 (2), pp.15-23.
- Middlemist, R.D. & Hitt, M.A. (1988). *Organizational behavior: managerial strategies for performance*. USA: West Publishing Co.
- Miles, J.A. & Strasser, S. (1995). Updating hospital inpatients about waiting times to improve service satisfaction perceptions. (Unpublished manuscript).
- Morni Ahmad (1998). Persepsi pekerja bukan eksekutif terhadap pengurusan kualiti (*Tesis sarjana muda sains pembangunan sumber manusia, Universiti Malaysia Sarawak, 1998*).
- Mowen, J.C., Licata, J.W. & McPhail, J. (1993). Waiting in the emergency room: how to improve patient satisfaction. *Journal of Health Care Marketing*, 13(2), pp.26-33.
- Muhd Zuki Pileh, Rahaiza Ismail & Hamidah Zabidi. (2003, September 20). Laporan khas: antara kelalaian dan kegigihan doktor. *Mingguan Massa*, pp.26-37.
- Murray, K.B. & Schlacter, J.L. (1990). The impact of services versus goods on consumers' assessment of perceived risk and variability. *Journal of the Academy of Marketing Sciences*, 18, Winter, pp.51-65.

- Noruaksis, M.J. (1990). *SPSS Inc. Advance statistics user's guide*. Chicago, Illinois: SPSS Inc.
- Oakland, J.S. (1989). *Pengurusan kualiti menyeluruh* (Mohamad Salmi Mohamad, Trans.). Kuala Lumpur: Dewan Bahasa dan Pustaka. (Original work published 1995).
- O' Brien, M. & Petrie, K. (1996). Examining patient participation on medical consultations: a combined qualitative and quantitative approach, *Psychology and Medicine*, 11, pp.871-90.
- Ornstein , R. & Carstenten, L. (1991). *Psychology- the study of human experience* (3rd ed.). San Diego: Harcourt Bracee Jovanovich.
- Oxford Dictionary* (1995). Oxford: Oxford University Press, WS.
- Pathmanathan cipta sejarah dalam dunia perubatan. (2001, 25 Ogos). *Utusan Malaysia*, p. 14.
- Pearson, M. (1992). Outpatients outclassed. *Health Service Journal*, 15(10), pp.28-9.
- Pesara kecewa layanan doktor Hospital Jitra. (2003, 3 Januari). *Utusan Malaysia*, p.10.
- Petugas enggan guna budi bicara. (2003, 8 September). *Berita Harian*, p.10.
- Proctor,S.& Wright,G.(1998). Consumer response to health care: women and maternity services. *International Journal of Health Care Quality Assurance*,11,(5). [Available: <http://www.emerald-library.com/brev/06211ea1.htm>]
- Putra (2001, 25 Mei). Kementerian sahaja sama perkhidmatan berbeza. *Utusan Malaysia*, p.10.
- Razali Mat Zain (1996). *Kepimpinan dalam pengurusan*. Kuala Lumpur: Utusan Publication & Distributors Sdn. Bhd.
- Renner, Ç. & Palmer, E. (-). Outsourcing to increase service capacity in a New Zealand Hospital. *Journal of Marketing Management*, 13, 5. [Available: http://www.emerald-library.com/brev/* .html].

- Roberts, I.L. (1993). Quality management in health care environments. *International Journal of Health Care Quality Assurance*, 6 (2), pp.25-35.
- Ross, C.K., Steward, C.A. & Sinacore, J.M. (1995). A comparative study of seven measures of patient satisfaction. *Medical Care*, 33(4), pp.392-406.
- Ross, H. (1989). A farewell to queries. *Health Service Journal*, 7, pp.851-2.
- Rudy, S. (1991, February). Maslow's hierarchy of needs as a framework for identifying emotional triggers. *Marketing Review*, 46(5), pp.26-28.
- Sazarina Shahrim (2003, 18 Oktober). Katil tidak cukup, 5000 kes tenat ditolak. *Berita Harian*, p.18.
- Schweikhart, S.B., Strasser, S. & Kennedy, M.R. (1993). Service recovery in health service organizations. *Hospital & Health Services Administration*, 38 (1), pp.3-21.
- Scot, S. (1992). Defining the nurse's role in out-patients. *Nursing Standard*, 6, pp.37-9.
- Sekaran, Uma (1992). *Research methods for business: A skill building approach*, (3rd ed). NY: John Wiley & Sons (USA).
- Sekaran, Uma (2000). *Research methods for business: A skill building approach*, (4th ed). NY: John Wiley & Sons (USA).
- Sekuler, R. & Blake, R. (1990). *Perception* (2nd Ed). New York: Mc Graw- Hill Publishing Co.
- Shiffman, L.G. & Kanuk, L.L. (1997). *Consumer Behavior* (6th ed). New Jersey: Prentice Hall Inc.
- Shaw, S. & Milewa, T. (1998). Developing "out of hours" primary health care. Some key qualitative factors in service selection and evaluation by patients in the U.K. *Journal of Management in Medicine*, 12,(3). [Available: <http://www.emerald-library.com/brev/02512ca1.htm>].
- SPSS (1999). *SPSS for Windows*, Version 10.0.5, SPSS Inc., Chicago, Illinois.

- Stafford, M.(1996). Demographic discriminators of SQ in the banking industry. *Journal of Services Marketing*, 10(4), pp.6-22.
- Strasser, S. & Davis, R.M. (1991). *Measuring patient satisfaction for improved patient services*. Ann Arbor, MI: Health Administration Press.
- Syed Saad Andaleeb (1998). Determinants of customer satisfaction with hospitals: A managerial model. *International Journal of Health Care Quality Assurance*,11,(6). [Available: <http://www.emerald-library.com/brev/06211fa1.htm>].
- Tan, K.H. (1994). *Supervision and managing work*. Selangor: Federal Publication Sdn. Bhd.
- Taylor, S. (1994). Waiting for service: the relationship between delays and evaluations of service. *Journal of Marketing*, 58(4), pp.56-69.
- Thompson, A.M. and Kaminski, P. (1993). Psychographic and lifestyle antecedents of service quality expectations: a segmentation approach. *Journal of Services Marketing*, 7(4), pp. 53-61.
- Tomes, A.E. & Ng, S.C.P.(1995). Service quality in hospital care: the development of an in-patient questionnaire. *Internal Journal of health Care Quality Assurance*, 8 (3). [Available: <http://www.emerald-library.com/brev/06208cd1.htm>]
- Waitzkin, H. (1991). *The politics of medical encounters: how patients and doctors deal with social problems*. New Haven: Yale University Press.
- Waitzkin,H., Cabrera, A., De Cabrera, E.A., Radlow, M. & Rodriguez, F. (1996). Patient-doctor communication in cross-national perspective: A study in Mexico. *Medical Care*,34,7,pp.641-71.Lipponcott-Raven Publishers.
- Ware, J.E. & Hays, R.D. (1988). Methods for measuring patient satisfaction with specific medical encounters. *Medical Care*, 26, p.393.
- Wartman, S.A. (1983). Patient understanding and satisfaction as predictors of compliance. *Medical Care*, 21(9), pp.886-91.

- Webster, C. (1989). Can consumers be segmented on the basis of their service quality expectations? *Journal of Services Marketing*, 3 (2), pp.35-53.
- White, B., Robertson, I. & Lewis, B. (1993). *A study of patient satisfaction with general practitioner services*. (Unpublished study, UMIST), University of Manchester.
- Williams, D.M. & Williams, J.M. (1994). Improving the quality of services in an out-patient department. *International Journal of Health Care Quality Assurance*, 7, (2). [Available: <http://www.emerald-library.com/brev/06207bd1.htm>].
- Zahari Mohamed, Hasni Che Ismail & Faoziah Idris (2001, January). Penggunaan servqual dalam kajian kualiti servis di alaf baru. *Jurnal Jelapang*, 2, 1.
- Zapka, J.G., Palmer, R.H., Hargraves, J.L., Nerenz, D., Frazier, H.S. & Warner, C.K. (1995). Relationships of patient satisfaction with experience of system performance and health status. *Journal of Ambulatory Care Management*, 18(1), pp.73-83.
- Zeithaml, V.A (1990). A critical review of customer satisfaction. *Review Marketing*, pp.68-123.
- Zeithaml, V.A., Parasuraman, A. & Berry, L. (1990). *Delivering quality service: balancing customer perceptions and expextations of service*. New York: The Free Press.
- Zeithaml, V.A. & Bitner, M.J. (2000). *Service marketing: integrating customer focus across the firm* (2nd ed). USA: Irwin Mc Graw Hill.
- Zuraidah Abdul Rahman & Mustaffa Dakian (1999, Julai). Pengurusan dan cabaran organisasi abad 21. *Dewan Ekonomi*, pp.31-33.