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| **Table 7** Factors influencing retention in the Thai government services in comparison between two admission tract groups

|  |  |  |  |
| --- | --- | --- | --- |
| Factor | First track groupa | Second track groupb  | P-value |
| *Gender* |  |  |  |
| Male | 16 (27.1%) | 43 (72.9%) | 0.665 |
| Female | 26 (24.1%) | 82 (75.9%) |   |
| *Marital status* |  |  |  |
| Not married | 42 (25.5%) | 123 (74.4%) | 0.41 |
| Married | 0 | 2 (100.0%) |   |
| *Main income* |  |  |  |
| 10,001 – 30,000 | 4 (12.5%) | 28 (87.5%) | 0.151 |
| 30,001 – 50,000 | 30 (27.0%) | 81 (73.0%) |  |
| Over 50,000 | 8 (33.3%) | 16 (66.7%) |   |
| *Other income* |  |  |  |
| None | 12 (21.8%) | 43 (78.2%) | 0.352 |
| 10,000 – 30,000 | 12 (20.7%) | 46 (79.3%) |  |
| 30,001 – 50,000 | 12 (36.4%) | 21 (63.6%) |  |
| Over 50,000 | 6 (28.6%) | 15 (71.4%) |   |
| *Close proximity to hometown* |  |
| Firstrating | 21 (53.8%) | 18 (46.2%) | <0.001\* |
| Secondrating | 7 (41.2%) | 10 (58.8%) |  |
| Thirdrating | 2 (10.5%) | 17 (89.5%) |   |
| *Satisfaction with income* |  |
| Firstrating | 3 (50.0%) | 3 (50.0%) | 0.084 |
| Secondrating | 2 (18.2%) | 9 (81.8%) |  |
| Thirdrating | 3 (50.0%) | 3 (50.0%) |   |
| *Security in the profession* |  |
| Firstrating | 8 (24.2%) | 25 (75.8%) | 0.753 |
| Secondrating | 10 (25.6%) | 29 (74.4%) |  |
| Thirdrating | 6 (%) | 27 (%) |   |
| *Satisfactory relationship with leaderships and colleagues* |  |
| Firstrating | 1 (5.3%) | 18 (94.7%) | 0.115 |
| Secondrating | 6 (27.3%) | 16 (72.3%) |  |
| Thirdrating | 7 (35.0%) | 13 (65.0%) |  |
| *Satisfaction with welfare* |  |
| Firstrating | 2 (9.5%) | 19 (90.5%) | 0.044\* |
| Secondrating | 3 (12.5%) | 21 (87.5%) |  |
| Thirdrating | 9 (40.9%) | 13 (59.1%) |   |
| *Advancement in the profession* |  |
| Firstrating | 0 | 1 (100.0%) | 0.066 |
| Secondrating | 5 (55.5%) | 4 (44.5%) |  |
| Thirdrating | 2 (20.0%) | 8 (80.0%) |   |
| *Independence at work* |  |  |  |
| Firstrating | 1 (12.5%) | 7 (87.5%) | 0.357 |
| Secondrating | 3 (15.8%)  | 16 (84.2%) |  |
| Thirdrating | 1 (5.9%) | 16 (94.1%) |   |
| *High chance to pursue specialty training in the future* |  |
| Firstrating | 6 (17.1%) | 29 (82.9%) | 0.282 |
| Secondrating | 5 (25.0%) | 15 (75.0%) |  |
| Thirdrating | 11 (32.4%) | 23 (67.6%) |   |
| aFirst group, rural admissions, was comprised of CPIPRD and CURA (no participants from ASSP) |
| bSecond group, urban admissions, was comprised of DACD, COMES and DCTMD.**Table 8** Factors influencing from the Thai government services in comparison between two admission tract groups**.**

|  |  |  |  |
| --- | --- | --- | --- |
| Factor | First track groupa | Second track groupb  | P-value |
| *Gender* |  |  |  |
| Male | 5 (29.4%) | 12 (70.6%) | 0.522 |
| Female | 23 (22.3%) | 80 (77.7%) |   |
| *Marital status* |  |  |  |
| Not married | 13 (12.5%) | 91 (87.5%) | 0.182 |
| Married | 4 (25.0%) | 12 (75.0%) |   |
| *Number of children* |  |  |  |
| None | 4 (28.6%) | 10 (71.4%) | 0.383 |
| One or more | 0 | 2 (100.0%) |   |
| *Main income* |  |  |  |
| 10,001 – 30,000 | 2 (11.8%) | 15 (88.2%) | 0.862 |
| 30,001 – 50,000 | 3 (17.6%) | 14 (82.4%) |  |
| Over 50,000 | 11 (16.9%) | 54 (83.1%) |   |
| *Other income* |  |  |  |
| None | 12 (17.1%) | 58 (82.9%) | 0.572 |
| 10,000 – 30,000 | 4 (20.0%) | 16 (80.0%) |  |
| 30,001 – 50,000 | 0 | 5 (100.0%) |  |
| Over 50,000 | 0 | 4 (100.0%) |   |
| *Other occupation* |  |  |  |
| Firstrating | 0 | 1 (100.0%) | 0.771 |
| Secondrating | 0 | 0 |  |
| Thirdrating | 0 | 1 (100.0%) |   |
| *Workplace far away from hometown* |  |  |
| Firstrating | 2 (5.7%) | 33 (94.3%) | 0.026\* |
| Secondrating | 2 (8.0%) | 23 (92.0%) |  |
| Thirdrating | 4 (20.0%) | 16 (80.0%) |   |
| *Dissatisfaction with income* |  |  |  |
| Firstrating | 1 (16.7%) | 5 (83.3%) | 0.294 |
| Secondrating | 5 (38.5%) | 8 (61.5%) |  |
| Thirdrating | 1 (8.3%) | 11 (91.7%) |   |
| *Unsatisfactory relationship with leaderships and colleagues* |  |  |  |
| Firstrating | 4 (17.4%) | 19 (82.6%) | 0.211 |
| Secondrating | 1 (7.1%) | 13 (92.9%) |  |
| Thirdrating | 0 | 9 (100.0%) |   |
| *Lack of advancement opportunities* |  |  |  |
| Firstrating | 2 (66.7%) | 1 (33.3%) | 0.052 |
| Secondrating | 0 | 11 (100.0%) |  |
| Thirdrating | 1 (9.1%) | 10 (90.9%) |   |
| *Lack of freedom at works* |  |  |  |
| Firstrating | 2 (28.6%) | 5 (71.4%) | 0.396 |
| Secondrating | 5 (31.2%) | 11 (68.8%) |  |
| Thirdrating | 0 | 6 (100.0%) |   |
| *Getting a specialty training* |  |  |  |
| Firstrating | 3 (8.8%) | 31 (91.2%) | 0.047\* |
| Secondrating | 1 (5.9%) | 16 (94.1%) |  |
| Thirdrating | 1 (8.3%) | 11 (91.7%) |   |
| *Make their own private dental clinic* |  |  |  |
| Firstrating | 0 | 1 (100.0%) | 0.845 |
| Secondrating | 0 | 1 (100.0%) |  |
| Thirdrating | 1 (33.3%) | 2 (66.7%) |   |
| *Hard workload* |  |  |  |
| Firstrating | 1 (100.0%) | 0 | 0.114 |
| Secondrating | 0 | 4 (100.0%) |  |
| Thirdrating | 0 | 4 (100.0%) |   |
| *Limited facilities in rural areas* |  |  |  |
| Firstrating | 0 | 1 (100.0%) | 0.421 |
| Secondrating | 0 | 5 (100.0%) |  |
| Thirdrating | 1 (8.3%) | 11 (91.7%) |   |
| *Health problems* |  |  |  |
| Firstrating | 0 | 1 (100.0%) | 0.097 |
| Secondrating | 1 (100.0%) | 0 |  |
| Thirdrating | 2 (50.0%) | 2 (50.0%) |   |
| *Take care of the parents/children/married* |  |  |
| Firstrating | 1 (33.3%) | 2 (66.7%) | 0.599 |
| Secondrating | 0 | 6 (100.0%) |  |
| Thirdrating | 3 (20.0%) | 12 (80.0%) |   |
| aFirst group, rural admissions, was comprised of CPIPRD and CURA (no participants from ASSP) |
| bSecond group, urban admissions, was comprised of DACD, COMES and DCTMD. |
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