

# Course Specification

## (Postgraduate Programs)

Course Title: <b>Management and Leadership in Nursing</b>
Course Code: <b>NRS 623</b>
Program: <b>Master of Science in Nursing – Management and Management</b>
Department: <b>Nursing Administration</b>
College: <b>College of Nursing</b>
Institution: <b>Majmaah University</b>
Version: <b>TPG-153 2024</b>
Last Revision Date: <i>Pick Revision Date.</i>



## Table of Contents

A. General information about the course:.....	3
B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods:.....	4
C. Course Content: .....	5
D. Students Assessment Activities: .....	6
E. Learning Resources and Facilities:.....	6
F. Assessment of Course Quality:.....	7
G. Specification Approval Data: .....	7



## A. General information about the course:

### 1. Course Identification:

1. Credit hours: 3 ( 2+0+1 )

### 2. Course type

A.  University  College  Department  Track

B.  Required  Elective

3. Level/year at which this course is offered: (Level 2 / Year 1)

### 4. Course general Description:

The content of this course prepares students for the changing role of the professional nurse in complex and diverse health care settings. The theories and methods of leadership and management are explored and applied in the clinical experience. There is an emphasis on critical thinking, team building, communication, priority setting, and evaluating staff performance. Students will use nursing leadership and management theory as well as the basic and applied sciences and humanities from previous courses.

### 5. Pre-requirements for this course (if any):

NRS 611, NRS 612

### 6. Co-requisites for this course (if any):

None

### 7. Course Main Objective(s):

A graduate student will be able to:

1. Synthesize concepts of leadership management, change and communication in relation to the role of the professional nurse, nurse leader and nurse manager.
2. Analyze economic, social and demographic factors that influence the organization and management of health care organization.
3. Apply leadership concept, skills, and decision making in the provision of high-quality nursing care, health team coordination, and the oversight and accountability for care delivery in a variety of settings.
4. Apply concepts of nursing leadership and management using structure, process, and outcome measures to identify clinical questions and describe the process of changing current practice.





## 2. Teaching Mode: (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	30	50%
2	E-learning		
3	Hybrid <ul style="list-style-type: none"> <li>• Traditional classroom</li> <li>• E-learning</li> </ul>		
4	Distance learning		
5	Others	30	50%

## 3. Contact Hours: (based on the academic semester)

No	Activity	Contact Hours
1.	Lectures	30
2.	Laboratory/Studio	30
3.	Field	
4.	Tutorial	
5.	Others (specify).....	
<b>Total</b>		<b>60</b>

## B. Course Learning Outcomes (CLOs), Teaching Strategies and Assessment Methods:

Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
<b>1.0</b>	<b>Knowledge and understanding</b>			
1.1	Identify key structural factors shaping decision making and problem solving for a clinical leader.	K1.1	Lecture-discussion	Assignment, Examination, Project, Quiz
1.2	Utilize knowledge of leadership/management theory in examining organizational effectiveness and nursing practice.	K2.1	Lecture-discussion	Assignment, Examination, Project, Quiz
<b>2.0</b>	<b>Skills</b>			
2.1	Apply leadership concepts, skills, and decision making in the provision of high-quality nursing care.	S4.1	Lecture-discussion	Assignment, Examination, Project
<b>3.0</b>	<b>Values, autonomy, and responsibility</b>			





Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
3.1	Compare and contrast nursing leadership and nursing management.	V2.1	Group discussion	Assignment, Project
3.2	Demonstrate personal and professional ethical responsibility in all managerial and organizational decision making	V4.1	Group discussion Presentation	Assignment, Project Topic presentation

### C. Course Content:

No	List of Topics	Contact Hours
1.	<b>Unit 1: Leadership and management</b> <b>Practical Session:</b> SWOT Analysis	4 Lecture 4 Practical
2.	<b>Unit 2: Decision Making, Problem Solving, Critical Thinking</b> <b>Practical Session:</b> Root Cause Analysis	4 Lecture 4 Practical
3.	<b>Unit 3: Organizational planning</b> <b>Practical Session:</b> Planning hierarchy design	2 Lecture 2 Practical
4.	<b>Unit 4: Designing Organization</b> <b>Practical Session:</b> Nursing Leadership and Management Skills Appraisal	2 Lecture 2 Practical
5.	<b>Unit 5: Delivering Nursing Care</b> <b>Practical Session:</b> Creating a Leadership Development Plan (Component 1: Development Goal)	4 Lecture 4 Practical
6.	<b>Unit 6: Staffing and Scheduling</b> <b>Practical Session:</b> Creating a Leadership Development Plan (Component 3: Development Success Factors)	4 Lecture 4 Practical
7.	<b>Unit 7: Effective Communication</b> <b>Practical Session:</b> Creating a Leadership Development Plan (Component 2: Development Actions)	2 Lecture 2 Practical
8	<b>Unit 8: Effective Delegation</b> <b>Practical Session:</b> Creating a Leadership Development Plan (Component 2 continuation)	2 Lecture 2 Practical
9	<b>Unit 9: Building and Managing Teams</b> <b>Practical Session:</b> Creating a Leadership Development Plan (Component 3 continuation)	4 Lecture 4 Practical
10	<b>Unit 10: Evaluating Staff Performance</b> <b>Practical Session:</b> Presentation of Leadership Development Plan	2 Lecture 2 Practical
<b>Total</b>		<b>30 hr. Lecture</b> <b>30 hr. Practical</b>



## D. Students Assessment Activities:

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Assignment (Practical)	7 <sup>th</sup> week	10%
2.	Topic presentation (Theory)	8 <sup>th</sup> week	10%
3.	Midterm Examination (Theory)	12 <sup>th</sup> week	20%
4.	Professionalism and Group Discussion (Theory)	14 <sup>th</sup> week	0%
5.	Project (Practical)	14 <sup>th</sup> week	20%
6.	Final Written Examination (Theory)	15 <sup>th</sup> week	30%

\*Assessment Activities (i.e., Written test, oral test, oral presentation, group project, essay, etc.)

## E. Learning Resources and Facilities:

### 1. References and Learning Resources:

<b>Essential References</b>	<p>Sullivan, Eleanor J. (2018) <i>Effective Leadership and Management in Nursing</i> (th Ed.) Pearson Education.</p>
<b>Supportive References</b>	<p>Huber, D. (2017). <i>Leadership and Nursing Care Management-E-Book</i>. Elsevier Health Sciences.</p> <p>Grohar-Murray, M. E., DiCroce, H. R., &amp; Langan, J. C. (2016). <i>Leadership and management in nursing</i>. Pearson.</p> <p>Thomas, T. (2015). <i>Management and leadership for nurse administrators</i>. Jones &amp; Bartlett Publishers.</p> <p>Scully, N. J. (2015). Leadership in nursing: The importance of recognizing inherent values and attributes to secure a positive future for the profession. <i>Collegian</i>, 22(4), 439-444.</p> <p>Finkelman, A. (2015). <i>Leadership and management for nurses: Core competencies for quality care</i>. Pearson.</p> <p>Marquis, Bessie L. Huston, Carol Jorgensen. (2017). <i>Leadership roles and management functions in nursing: Theory and application</i> (9<sup>th</sup> Ed.). Philadelphia: Lippincott Williams &amp; Wilkins.</p> <p>Mason, Diana J., Leavitt, Judith K., Chaffee, Mary W. (2013) <i>Policy and Politics in Nursing and Health Care – Revised Reprint</i>. (6<sup>th</sup> Ed.) Elsevier Saunders.</p>
<b>Electronic Materials</b>	<ul style="list-style-type: none"> <li>• <a href="http://www.sdl.edu.sa">www.sdl.edu.sa</a></li> <li>• <a href="http://www.findarticles.com">www.findarticles.com</a></li> <li>• <a href="http://www.allnurses.com">www.allnurses.com</a></li> <li>• <a href="http://www.nurse.com">www.nurse.com</a></li> <li>• <a href="http://www.medscapenurses.com">www.medscapenurses.com</a></li> </ul>

**Other Learning Materials** Web-based question bank and assessment test

## 2. Educational and Research Facilities and Equipment Required:

Items	Resources
<b>facilities</b> (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Classroom / Computer Lab.
<b>Technology equipment</b> (Projector, smart board, software)	Smart board / Question-bank software
<b>Other equipment</b> (Depending on the nature of the specialty)	

## F. Assessment of Course Quality:

Assessment Areas/Issues	Assessor	Assessment Methods
<b>Effectiveness of teaching</b>	Student	Direct
<b>Effectiveness of students assessment</b>	Student	Direct
<b>Quality of learning resources</b>	Student	Direct
<b>The extent to which CLOs have been achieved</b>	Student	Direct
<b>Other</b>		

**Assessor** (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

**Assessment Methods** (Direct, Indirect)

## G. Specification Approval Data:

<b>COUNCIL /COMMITTEE</b>	ACADEMIC COUNCIL MEETING
<b>REFERENCE NO.</b>	DEPARTMENT MEETING MINUTES NO 4
<b>DATE</b>	5/9/2024

