

Leadership and Management in Nursing

COURSE: Nursing 442

CREDIT HOURS: 6 Semester Hours

PRE-REQUISITES: Nursing 401, 406, and 431

CO-REQUISITES: Nursing 411

COURSE DESCRIPTION:

Nursing 442 - Leadership and Management in Nursing focuses on the principles of management and leadership in the delivery of healthcare. A historical overview of leadership and management theories assists the student in understanding legal and ethical implications of the role of professional nurse in regard to client care, staffing, budgeting, quality improvement, and other issues. Management concepts and skills are stressed to promote individual and group satisfaction within the work environment. Additionally, content includes current issues and trends in nursing leadership and management and the contribution of the professional nurse to today's society.

COURSE OBJECTIVES:

Upon successful completion of Nursing 442, the student should be able to:

1. Discuss historical development of leadership and management theories and the influence of these on nursing management. (1,2)
2. Identify legal and ethical issues affecting nurse leaders and managers within a health care system. (2,7)
3. Demonstrate an increased awareness of communication skills, motivation, leadership skills, stress and time management, and the management of groups as they relate to nursing leadership and management. (1,4)
4. Discuss the nurse manager's role in recruiting and selecting staff, staff development and client education, enhancing employee performance, conducting performance appraisals, managing absenteeism and turnover, involvement in nursing associations and collective bargaining. (1,4)
5. Discuss the nurse manager's role in budget and resource allocation, managing and initiating change, quality improvement and risk management, conflict management, and application of power and politics.
6. Identify ways in which a nurse manager can foster an environment for nursing research. (1-8)
7. Utilize concepts from leadership and management theories and the nursing process in the care of clients and client systems. (1-8)