



PEKING UNIVERSITY HEALTH SCIENCE CENTER-MACAO POLYTECHNIC UNIVERSITY NURSING ACADEMY
BACHELOR OF SCIENCE IN NURSING
LEARNING MODULE OUTLINE

Academic Year	2023-2024	Semester	2
Module Code	NLAM4101		
Learning Module	Leadership & Management in Nursing		
Pre-requisite(s)	No		
Medium of Instruction	Chinese /English		
Credits	3	Contact Hours	45 hours
Instructor	Meng Jingwen Li Bian Zhang Jianxia Li Jing Ye Jing Li Jun	Email	
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MODULE DESCRIPTION

This 45-hour subject is an introduction to basic principles of leadership and management applied to nursing practice. This subject also includes issues about how nurse leaders take the profession to an advanced level. With the knowledge and skills of working with people for attainment of organizational goal, students could cope well in their future practice and develop their potential of becoming a manager and leader in both their professional and personal life.

MODULE INTENDED LEARNING OUTCOMES (ILOS)

On completion of this learning module, students will be able to:

M1.	To describe the concepts of management and leadership;
M2.	To discuss the issues of applying management theories in the healthcare environment;
M3.	To apply the management skills in human resources management;
M4.	To explain the organization structure and organizational culture;
M5.	To apply the quality management knowledge and skills in nursing practice;
M6.	To discuss the principles of risk management.



These ILOs aims to enable students to attain the following Programme Intended Learning Outcomes (PILOs):

PILOs	M1	M2	M3	M4	M5	M6
P1. Demonstrate an understanding of the holistic nature of the clients' health status involving individual, family, and community aspects.	✓	✓	✓		✓	
P2. Demonstrate effective communication skills and the ability to establish and maintain a therapeutic relationship with clients.	✓	✓	✓		✓	
P3. Demonstrate a mastery and an application of knowledge and skills for nursing practice, including biological sciences, social sciences and humanities, by making appropriate clinical reasoning and performing safe and therapeutic practice.	✓	✓	✓	✓	✓	✓
P4. Demonstrate the ability to maintain legal and ethical standards of nursing practice.	✓	✓	✓	✓	✓	
P5. Demonstrate the ability to carry out relevant research and contribute to the health of the community.	✓	✓	✓	✓	✓	✓
P6. Work effectively and efficiently alone or in teams.	✓	✓	✓	✓	✓	
P7. Demonstrate the ability to identify and evaluate health care issues.	✓	✓	✓	✓	✓	✓
P8. Demonstrate a critical understanding and apply the principles of evidence-based practice to the delivery of nursing care.	✓	✓	✓	✓	✓	✓

MODULE SCHEDULE, COVERAGE AND STUDY LOAD

Week	Content Coverage	Contact hours
1	Introduction - Learning objectives, teaching methods, and course assessment - Concepts and content of management and leadership - Formation and development of nursing management	2
	Introduction (cont.) - The role of nursing managers - The environment of nursing management - Challenges and development trends faced by nursing management	2
	Historical Development of Management Theory - Classic Organization Theory - Behavioral science Theory - Modern Management Theory	2



2	Planning and Time Management - Overview of planning - Goal management - Project management	2
	Planning and Time Management (cont.) - Time management	2
	Planning and Time Management (cont.) - Delegation	2
3	Management of Human Resources - Key concepts - Selection and development of personnel	2
	Management of Human Resources (cont.) - Staffing and scheduling	2
	Management of Human Resources (cont.) - Personnel evaluation and performance management	2
4	Management of Human Resources (cont.) - Compensation and Benefits	2
	Mid-term test	2
	Organization and management - Organization concepts - Organizational structure and culture	2
5	Organization and management (cont.) - Motivation and Team Building	2
6	Organization and management (cont.) - Organizing and leading team meeting	2
	Leadership and Management - Key concept - Differences between leadership and management - Leadership theories	2
	Leadership and Management (cont.) - Power and leadership	2
7	Leadership and Management (cont.) - Leadership and change	2
	Key Skills in Nursing Management - Communication skill - Conflict management	2
	Key Skills in Nursing Management (cont.) - Problem solving and decision making	2
8	Management and quality improvement - Quality management	2
	Management and quality improvement (cont.) - Risk Management	3
	Examination	2



TEACHING AND LEARNING ACTIVITIES

In this learning module, students will work towards attaining the ILOs through the following teaching and learning activities:

Teaching and Learning Activities	M1	M2	M3	M4	M5	M6
T1. Interactive Lectures	✓	✓	✓	✓	✓	✓
T2. In-class discussions	✓	✓	✓	✓	✓	✓
T3. In-class group activities	✓	✓	✓	✓	✓	✓

ATTENDANCE

Attendance requirements are governed by the Academic Regulations Governing Bachelor's Degree Programmes of the Macao Polytechnic University. Students who do not meet the attendance requirements for the learning module shall be awarded an 'F' grade.

ASSESSMENT

In this learning module, students are required to complete the following assessment activities:

Assessment Activities	Weighting (%)	ILOs to be Assessed
A1. Mid-term test	40	M1,M2,M3
A2. Final Examination	60	M1,M2,M3,M4,M5,M6

This learning module is graded on a 100-point scale, with 100 being the highest possible score and 50 being the passing score.

The assessment will be conducted following the University's Assessment Strategy (see www.mpu.edu.mo/teaching_learning/en/assessment_strategy.php). Passing this learning module indicates that students will have attained the ILOs of this learning module and thus acquired its credits.

MARKING SCHEME

Assessment Activities	Assessment Criteria	Mark Ranges				
		88-100	73-87	58-72	50-57	<50
A1. Mid-term test	Demonstrate the ability to identify and apply appropriate concepts, and skills in Leadership and Management in Nursing	Excellent	Good/ Very Good	Satisfactory	Marginal Pass	Fail; not reaching marginal levels
A2. Final Examination		Excellent	Good/ Very Good	Satisfactory	Marginal Pass	Fail; not reaching marginal levels



REQUIRED READINGS

WU XINJUAN,WANG YANMEI.2022. Leading and managing in nursing (5th ed.)People's Medical Publishing House [吳欣娟、王豔梅（主編）2022. 護理管理學 (第5版). 北京：人民衛生出版社]

REFERENCES

- Patricia S, Yoder-Wise. (2022). Leading and managing in nursing (8th ed.). USA Elsevier.
- Marquis, B. L. & Huston, C. J. (2020). Leadership roles and management functions in nursing (10th ed.). Philadelphia: Wolters Kluwer.
- Sullivan, E. J. & Decker, P. J. (2012). Effective leadership and management in nursing (8th ed.). New Jersey: Prentice Hall.

STUDENT FEEDBACK

At the end of every semester, students are invited to provide feedback on the learning module and the teaching arrangement through questionnaires. Your feedback is valuable for instructors to enhance the module and its delivery for future students. The instructor and programme coordinators will consider all feedback and respond with actions formally in the annual programme review.

ACADEMIC INTEGRITY

The Macao Polytechnic University requires students to have full commitment to academic integrity when engaging in research and academic activities. Violations of academic integrity, which include but are not limited to plagiarism, collusion, fabrication or falsification, repeated use of assignments and cheating in examinations, are considered as serious academic offences and may lead to disciplinary actions. Students should read the relevant regulations and guidelines in the Student Handbook which is distributed upon admission into the University, a copy of which can also be found at www.mpu.edu.mo/student_handbook/.