

Macao Polytechnic University
Faculty of Health Sciences and Sports
Master of Science in Nursing

Module Outline

Academic Year 2022 /2023 Semester 2

Learning Module	Nursing Management		Class Code	NURS6126
Pre-requisite(s)	Nil			
Medium of Instruction	Chinese / English		Credit	3
Lecture Hours	42 hrs	Lab/Practice Hours	3 hrs	Total Hours 45 hrs
Teacher(s) / Title	Dr. Karry M LIU Dr. Bernice LAM NOGUEIRA		E-mail	karryliu@mpu.edu.mo lamnog@mpu.edu.mo
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Description

This 45-hour module is designed to assist students in mastering and applying leadership skills and quality management strategies. The contents include the key theories/models of nursing leadership and management, roles and competencies of nurse leaders, human resource management, healthcare system, and quality management, current legal & ethical issues in nursing etc. At the end of the module, the students should be able to apply the knowledge and skills they learned to clinical leadership and management.

Learning Outcomes:

After completing the module, students will be able to:

1. Understand the key and classical leadership and management theories/models;
2. Identify the roles and competencies of nurse leaders;
3. Analyze the current legal and ethical issues in nursing practice;
4. Master the nursing human resources management;
5. Compare the different healthcare systems and policies globally;
6. Apply quality management strategies in the clinic context.

Content

1. Topic (45 hours)
 - 1.1 The key classical management theories/models
 - ✓ Understand the development background and the content of three key categories of management theories/models.
 - ✓ Apply the above theories/models in clinical management and research.
 - 1.2 Leadership theories/models
 - ✓ Analyse the development of leadership theories/models.
 - ✓ Apply the above theories/models in the clinical leadership practice.
 - 1.3 Roles and competencies of nurse leaders
 - ✓ Analyse the actual roles and competencies of nurse leaders
 - ✓ Distinguish the roles and competencies of nurse leaders between the traditional and current situation
 - 1.4 Current legal and ethical issues in nursing practice
 - ✓ Analyse the current legal and ethical issues in nursing practice
 - ✓ Discuss cases related to legal and ethical issues in nursing practices
 - 1.5 Quality management in nursing
 - ✓ Understand the general concepts of quality management
 - ✓ Apply the quality management tools in the clinic practice
 - ✓ Propose quality management strategies to safeguard the nursing practice
 - 1.6 Human resources management in nursing
 - ✓ Analyse the key issues of human resources management in nursing
 - ✓ Apply the theoretical concepts in human resources planning, implementation and evaluation
 - ✓ Understand the performance management theory
 - ✓ Discuss barriers and solutions in current human resources management in nursing

Teaching Method:

Lectures, role play, videos, and group discussions.

Attendance:

Attendance requirements are governed by the “Academic Regulations Governing Master’s Degree Programmes” of Macao Polytechnic University. An “F” will be given as the final grade to students who have less than the stated attendance for the enrolled module.

Assessment:

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

	Item	Description	Percentage
1.	Class attendance	Each absence deducts 2.5%	10%
2.	Class involvement	Actively participating in the class discussion or Q/A gets 2% per class	20%
3.	Group presentation*	The group performance is assessed based on the following criteria	30%
4	Individual written assignment*	A written evaluation will be based on the written guideline.	40%

Total Percentage: 100%

****Instruction on group presentation:***

1. Each group has 5-7 students
2. Topic: each group freely selects any topic learned to develop a project
3. Structure of the project:
 - 1) Statement of the clinical issues 問題陳述
 - 2) Literature review 理論/概念文獻回顧
 - 3) Discuss the problem and work out the corresponding solutions 計劃
 - 4) Evaluation criteria for outcome (if applicable) 預期結果評價標準
 - 5) Summary

****Instruction on individual written assignment:***

1. Based on the group presentation, each group member should submit a 2,500-3,000 words report (either Chinese or English)
2. The structure of the report is similar to the group presentation
3. References: at least 10 Chinese and 10 English articles
4. Format: APA Format version 6.

*** Please strictly follow the plagiarism guideline in Master Student Handbook, the offense will get “0” score even suspension of study!!!!**

Teaching Material:

PowerPoint, Books, Videos, Reading materials

Textbook:

姜小鷹、李繼平. (2018) 《護理管理理論與實踐》. 北京：人民衛生出版社.

References:

1. 周守民. (2017). 當代護理行政學，第三版。台北：華杏。
2. 陳玉枝等. (2015). 護理品質管理。台灣：華杏。
3. 盧美秀. (2017). 護理行政與管理，第三版。台北：五南
4. 盧美秀等. (2018). 護理行政，第七版。台北：新文京。
5. Connolly, D. and Wright, F., (2017) The nursing quality indicator framework tool.
6. Hughes, R.G., (2016) Tools for Quality Improvement and Patient Safety.
7. Marquis, B.L., & Huston, C.J. (2021) Leadership roles and management functions in nursing-theory and application, 10th Edi. Philadelphia: Wolters Kluwer.
8. Marquis, B.L., (2017) Leadership roles and management functions in nursing-theory and application, 9th Edi. Philadelphia: Lippincott Williams & Wilkins
9. Tazbir, P.K.J., (2014) Essentials of Nursing Leadership & Management, (3rd). US: Cengage Learning.

Appendix 1: Class Schedule (研究導向)

Session	Date	Time	Topic	Hours	Teacher
1	18/02/2023	09:00-13:00	Classical leadership and management theories/models	4	Karry Liu
		14:00-17:00	Classical leadership and management theories/models	3	Karry Liu
2	25/02/2023	09:00-13:00	Roles and competencies of nurse leaders	4	Bernice Lam
		14:00-17:00	Nursing human resources management	3	Bernice Lam
3	04/03/2023	09:00-13:00	Nursing human resources management	4	Bernice Lam
		14:00-17:00	Nursing human resources management	3	Bernice Lam
4	11/03/2023	09:00-13:00	Classical leadership and management theories/models	4	Karry Liu
5	11/03/2023	14:00-17:00	Current legal and ethical issues in nursing practice	3	Karry Liu
6	18/03/2023	09:00-13:00	Current legal and ethical issues in nursing practice	4	Karry Liu
		14:00-17:00	Quality management	3	Karry Liu
7	25/03/2023	09:00-13:00	Quality management	4	Karry Liu
		14:00-17:00	Quality management	3	Karry Liu
8	30/03/2023	18:30-21:30	Group Presentation	3	Karry Liu
21/04/2023			Submission of Group Written Paper		Karry Liu

Total 45 Hours

Groups: 5-7 members/group