

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 Leadership and Quality Management		Class Code	NURS6114
Pre-requisite(s)	Nil			
Medium of Instruction	Chinese / English		Credit	6
Lecture Hours	87 hrs.	Lab/Practice Hours	3 hrs.	Total Hours 90 hrs.
Instructor	Dr. Karry M LIU Dr. Bernice LAM NOGUEIRA Prof. Wipada KUNAVIKTIKUL Dr. 李展潤 主席		E-mail	karryliu@mpu.edu.mo lamnog@mpu.edu.mo
Office	Block 2, Taipa Campus Rm. M726, Meng Tak Building, Main Campus		Telephone	88936928 85993445

Description

This 90-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, quality management, current legal & ethical issues in nursing, application of healthcare technology, conflict management as well as finance & economics management in healthcare delivery 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 competences of nurse leaders;
3. Analyze the current legal and ethical issues in nursing practice;
4. Compare the different healthcare system and policy globally;
5. Master the nursing human resources management;
6. Apply quality management strategies in the clinic context;

Content

1. Topic (90 hours)
 - 1.1 The key classical management and leadership theories/models (5 hours + 3 hours tutorial)
 - ✓ 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 (5 hours + 3 hours tutorial)
 - ✓ Analyse the development of leadership theories/models.
 - ✓ Apply knowledge of these theories/models in the clinical leadership practice.
 - 1.3 Roles and competencies of nurse leaders (5 hours + 3 hours tutorial)
 - ✓ 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 Global healthcare system and policies (6 hours + 3 hours tutorial)
 - ✓ Understand the global healthcare systems and policies
 - ✓ Compare and contrast different countries or regions' healthcare systems
 - ✓ Analyse the Macao SAR' s healthcare system
 - 1.5 Current legal and ethical issues in nursing practice (6 hours + 3 hours tutorial)
 - ✓ Analyse the current legal and ethical issues in nursing practice
 - ✓ Discuss cases related to legal and ethical issues in nursing practices
 - 1.6 Human resources management in nursing (10 hours + 3 hours tutorial)
 - ✓ Analyse the key issues of human resources management in nursing
 - ✓ Apply the theoretical concepts in human resources planning, implementation and evaluation
 - ✓ Discuss barriers and solutions in current human resources management in nursing
 - 1.7 Quality management in nursing (14 hours + 5 hours' workshop + 3 hours tutorial)
 - ✓ 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
 - 1.8 Performance management in nursing (10+3 tutorials)
 - ✓ Understand the concepts of performance appraisal

- ✓ Apply the performance appraisal in the nursing practices

Teaching Method

Lectures, tutorials, group discussions, presentations, workshops, and seminars.

Attendance

Attendance requirements are governed by “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

1. Class attendance 10%
2. Class involvement 20%
3. Group presentation 30%*
4. Individual written assignment 40%*

***Assignment**

1. It is a group project (2 students in one group or can select as an individual).
2. Project topic: the project should be related to quality management in nursing.
3. Structure of the assignment includes:
 - 1) Statement of the clinical issues 問題陳述
 - 2) Literature review 理論/概念文獻回顧
 - 3) Solution plan 計劃
 - 4) Evaluation criteria for outcome 預期結果評價標準
 - 5) Summary
 - 6) Total words: 3,000-3,500, either in Chinese or English
 - 7) References: at least 10 Chinese and 10 English articles
 - 8) Format 格式: APA Format

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

Teaching Material(s)

Power Point, Video, Books and Notes

Textbooks

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 (專科導向)

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
		14:00-17:00	Current legal and ethical issues in nursing practice	3	Karry Liu
5	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
6	25/03/2023	09:00-13:00	Quality management	4	Karry Liu
		14:00-17:00	Quality management	3	Karry Liu
7	30/03/2023	18:30-21:30	Quality management	3	Karry Liu
8	22/04/2023	09:00-12:00	Macao healthcare systems and policies	3	李展潤 主席
9	22/04/2023	12:00-13:00 14:00-18:00	Workshop on nursing quality indicators	5	Prof. Wipada Kunaviktikul
10	27/04/2023	18:30-21:30	Global Healthcare systems and policies	3	Karry Liu
11	29/04/2023	09:00-13:00	Global Healthcare systems and policies	4	Karry Liu
		14:00-17:00	Global Healthcare systems and policies	3	Karry Liu

12	04/05/2023	18:30-21:30	Performance management in nursing	3	Karry Liu
13	06/05/2023	09:00-13:00	Performance management in nursing	4	Karry Liu
		14:00-17:00	Performance management in nursing	3	Karry Liu
14	09/05/2023	18:30-21:30	Self-learning and Tutorial	3	Karry Liu
15	11/05/2023	18:30-21:30	Preparation for assignment	3	Karry Liu
16	13/05/2023	09:00-13:00	Group Presentation	4	Karry Liu
		14:00-17:00	Preparation for Written Assignment	3	Karry Liu
17	16/05/2023	18:30-21:30	Preparation for Written Assignment	3	Karry Liu
18	18/05/2023	18:30-20:30	Submission of Individual Written Paper	2	Karry Liu