



# Course Specification

— (Bachelor)

Course Title: **Nursing Management and Leadership / Theory**

Course Code: **NRS 482**

Program: **Bachelor of Nursing**

Department: **Nursing Administration**

College: **College of Nursing**

Institution: **Majmaah University**

Version: **V4**

Last Revision Date: **June 2023**



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## A. General information about the course:

### 1. Course Identification

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

#### 2. Course type

A.  University  College  Department  Track  Others  
 B.  Required  Elective

3. Level/year at which this course is offered: Level 8 / Year 4

#### 4. Course general Description:

This course provides an overview of the concepts and principles of leadership and management emphasizes the role of the nurses as a change agent in shaping health care for the future. The concepts and theories of organization, management and leadership, change decision making are explored. Socio –cultural, political, economic, and historical factors that influence healthcare system are all also emphasized. It seeks to promote student’s growth as future nurse leaders able to affect quality of patient care, direct and evaluate nursing staff, and introduce change where necessary to ensure better quality care.

5. Pre-requirements for this course (if any): NRS 475

6. Pre-requirements for this course (if any): None

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

The main purpose for this course to learn the critical path to leadership development in the transition from being a nursing practitioner to a nursing leader.





## 2. Teaching mode (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	E-learning		
3	Hybrid <ul style="list-style-type: none"> <li>• Traditional classroom</li> <li>• E-learning</li> </ul>		
4	Distance learning		

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

No	Activity	Contact Hours
1.	Lectures	45
2.	Laboratory/Studio	
3.	Field	
4.	Tutorial	
5.	Others (specify)	
<b>Total</b>		<b>45</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 the concepts of leadership and management functions.	K3.1	Lecture/ discussion	Written exams
1.2	Determine the different approaches for effective implementations of management functions.	K4.1	Lecture/ discussion	Written exams
<b>2.0</b>	<b>Skills</b>			
2.1	Differentiate techniques in implementing quality control roles and performance appraisal tools.	S1.1	Lecture discussion	Written exams



Code	Course Learning Outcomes	Code of CLOs aligned with program	Teaching Strategies	Assessment Methods
2.2	Demonstrate effective use of channels and modes of communication at all levels of organizational hierarchy.	S2.1	Lecture discussion	Written exams Assignment Project presentation
2.3	Analyze the time schedule and appropriate number for nurse staffing	S4.1	Lecture discussion	Written exams Assignment
<b>3.0</b>	<b>Values, autonomy, and responsibility</b>			
3.1	Discuss key skills required for the role of an effective nurse leader or administrator in managing health care settings.	V1.1	Collaborativ e-learning	Professionalism and group discussion Presentation

### C. Course Content

No	List of Topics	Contact Hours
1.	Introduction to Nursing Management and Leadership	٣
2.	Designing Organization	٣
3	Delivering Nursing Care	٦
4	Leading, Managing and Following	٣
5	Thinking Critical, making Decisions, Solving Problem	٣
6	Communicating Effectively	٦
7	Delegating Successfully	٦
8	Handling Conflict	٣
9	Managing Time	٦
10	Staffing and Scheduling	٣
11	Evaluating Staff Performance	٣
<b>Total</b>		<b>45</b>





## D. Students Assessment Activities

No	Assessment Activities *	Assessment timing (in week no)	Percentage of Total Assessment Score
1.	Quizzes	6 <sup>th</sup> - 7 <sup>th</sup>	10%
2.	Midterm Exam	10 - 12 <sup>th</sup>	30%
3.	Assignment	14 <sup>th</sup> week	10%
4.	Professionalism and Class Participation	14 <sup>th</sup> week	10%
5.	Final Exam	16 <sup>th</sup> - 18 <sup>th</sup> week	40%

\*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, E. (2018) <i>Effective leadership and Management in Nursing</i> (9th Ed.) Pearson Education, Inc</p> <ul style="list-style-type: none"> <li>• ISBN-10: 0-13-415311-1</li> <li>• ISBN-13: 978-0-13-415311-7</li> </ul> <p>Marquis, Bessie L. Huston, Carol Jorgensen. (2017). <i>Leadership roles and management functions in nursing: Theory and application</i> (8<sup>th</sup> Ed.). Philadelphia: Lippincott Williams &amp; Wilkins.</p> <ul style="list-style-type: none"> <li>• ISBN10: 1608316858</li> <li>• ISBN13: 9781608316854</li> </ul>
<b>Supportive References</b>	<ul style="list-style-type: none"> <li>• Roussel, L., (2011). <i>Management and Leadership for Nurse Administrators</i>. (6<sup>th</sup> Ed.). Boston: Jones &amp; Bartlett Publisher. <a href="http://books.google.com.sa/books?id=7KEyxKbRBj8C&amp;printsec=frontcover&amp;hl=ar#v=onepage&amp;q&amp;f=false">http://books.google.com.sa/books?id=7KEyxKbRBj8C&amp;printsec=frontcover&amp;hl=ar#v=onepage&amp;q&amp;f=false</a></li> <li>• Marriner, A. (2009). <i>Guide to Nursing Management</i>. (8<sup>th</sup> Ed.). St. Louise, MI: Mosby. ISBN10: 0801631211 ISBN13: 9780801631214</li> <li>• Sullivan E. &amp; Decker P. (2009). <i>Effective Leadership and Management in Nursing</i>, (7<sup>th</sup> Ed.). Pearson Prentice Hall. ISBN10: 0131526154 ISBN13: 9780131526150 AORN journal ISBN-13: <b>9780781793834</b> <b>ISBN-10: 0781793831</b></li> <li>• Huber D. (2007) <i>Leadership and Nursing Care Management</i>. (3<sup>rd</sup> Ed.). W.B. Saunders Company Library Number: 362.173068</li> <li>• Swansburg, R., C. &amp; Swansburg, R., J. <i>Introductory Management and Leadership for Nurses</i>. (2<sup>nd</sup> Ed.). Jones and Bartlett Publishers: Boston</li> <li>• Marquis, B., L., &amp; Huston, C., J. <i>Management Decision Making for Nurses</i>. (3<sup>rd</sup> Ed.). Lippincott: Philadelphia</li> </ul>





	<ul style="list-style-type: none"> <li>• McCloskey, J., C. &amp; Grace, H., K. <i>Current Issues in Nursing</i>. (5<sup>th</sup> Ed.). Mosby: st. louis</li> <li>• Yoder-Wise, P. S. (2007). <i>Leading &amp; managing in nursing</i>. (4<sup>th</sup> Ed.). St. Louise, MI: Mosby</li> </ul>
<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.pubmed.com">www.pubmed.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> <li>• <a href="http://www.findarticles.com">www.findarticles.com</a></li> <li>• <a href="http://www.allnurses.com">www.allnurses.com</a></li> </ul>
<b>Other Learning Materials</b>	NA

## 2. Required Facilities and equipment

Items	Resources
<b>facilities</b> (Classrooms, laboratories, exhibition rooms, simulation rooms, etc.)	Lecture rooms should be large enough to accommodate 30 students. Practical Rooms should be large enough to accommodate 20 students
<b>Technology equipment</b> (projector, smart board, software)	Every classroom must be equipped with smart or active board, latest Audio-visual aids and computer with internet access.
<b>Other equipment</b> (depending on the nature of the specialty)	NA

## F. Assessment of Course Quality

Assessment Areas/Issues	Assessor	Assessment Methods
Effectiveness of teaching	Students / Program leader	Course Evaluation Survey (Indirect method) Quality of Exam Survey (Direct method)
Effectiveness of Students assessment	Faculty / Program leader	Direct method: CLO Mapping with teaching & assessment. Course Blueprinting Grade Analysis Psychometric Analysis
Quality of learning resources	Students / Faculty / Program leader	Indirect method: ✓ Academic advising survey Student experience survey
The extent to which CLOs have been achieved	Faculty member / Quality assurance committee / Program leader	Direct method: ✓ Direct assessment outcome analysis Course report preparation



Assessment Areas/Issues	Assessor	Assessment Methods
Other	-	-

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

**Assessment Methods** (Direct, Indirect)

### G. Specification Approval

<b>COUNCIL /COMMITTEE</b>	DEPARTMENT COUNCIL
<b>REFERENCE NO.</b>	4
<b>DATE</b>	19.09.2023

