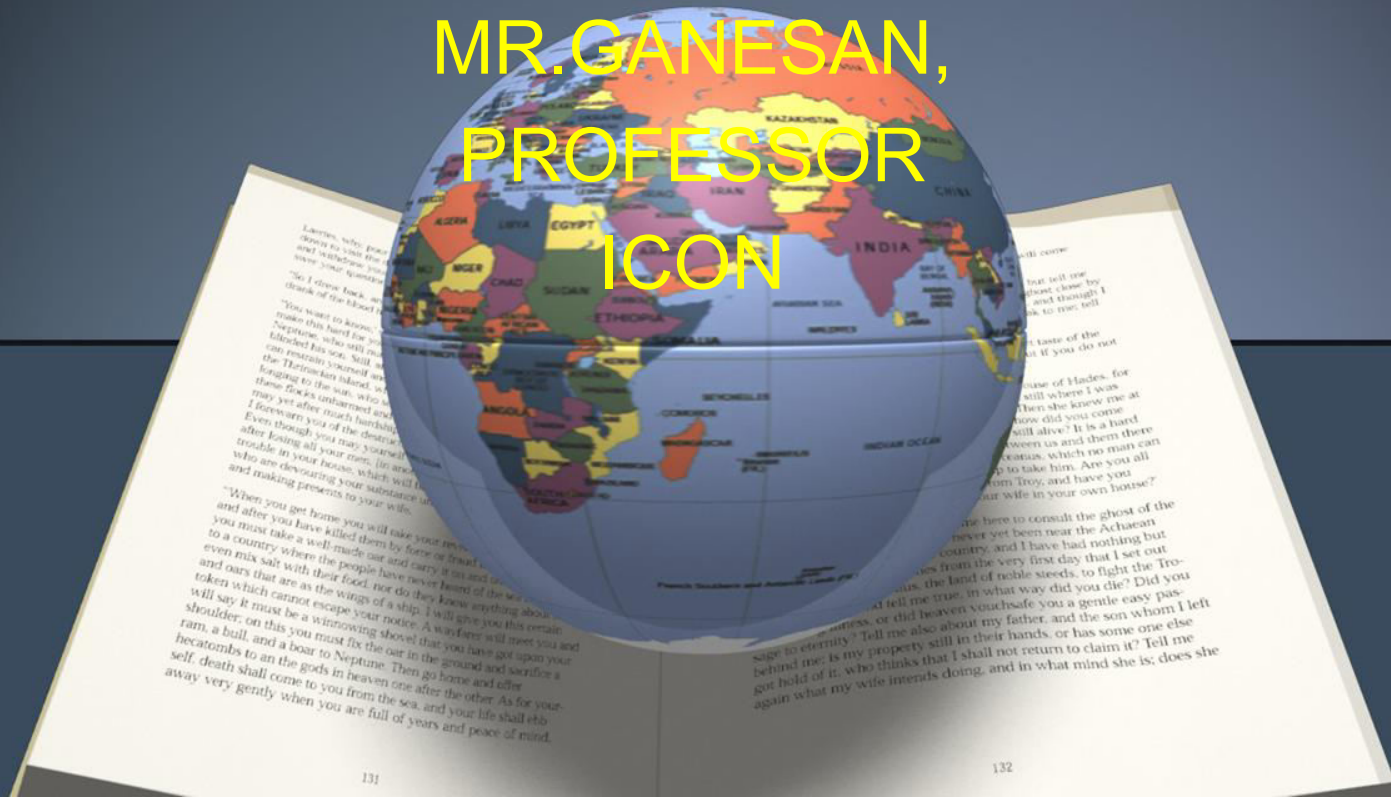


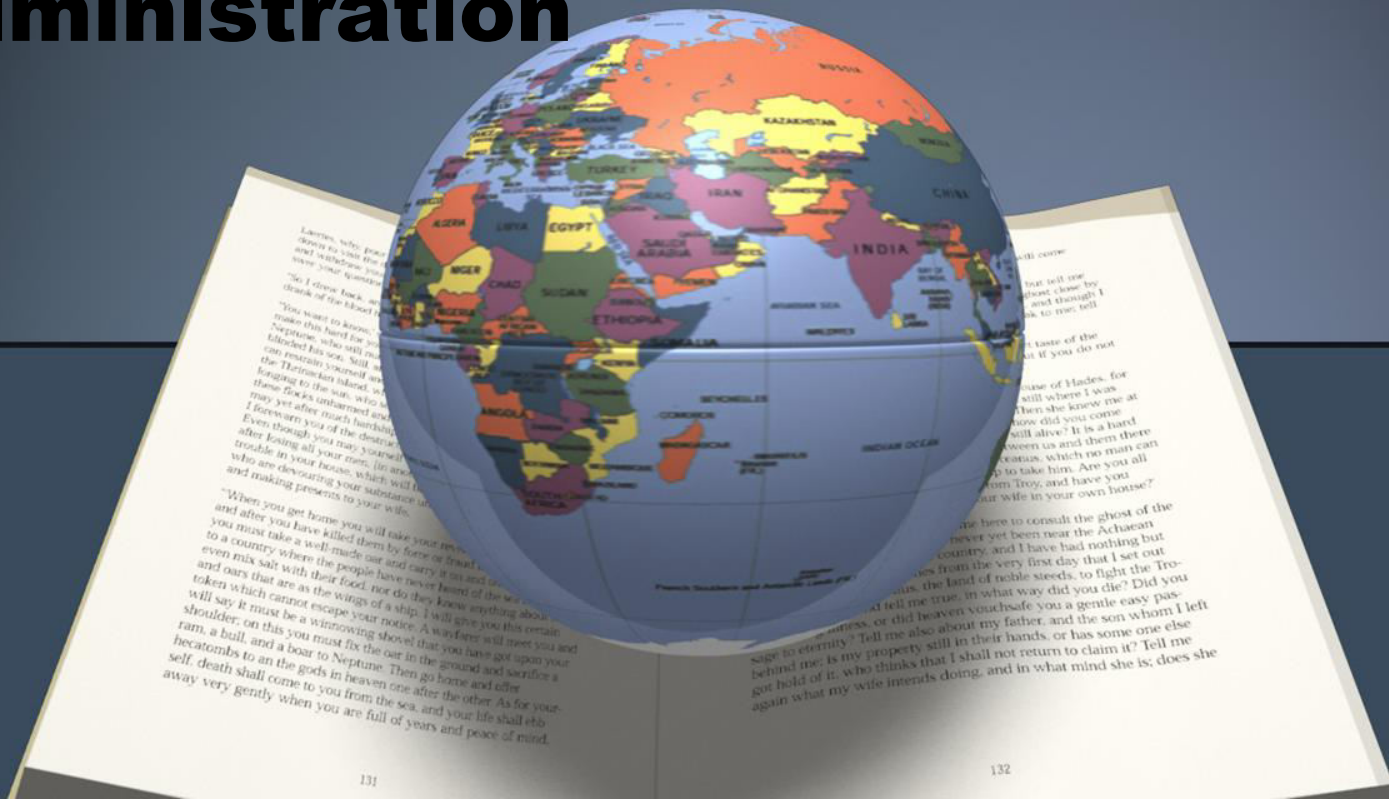
PREPARED BY MR. GANESAN, PROFESSOR ICON



Lachon, who, poor
deceit to win the
and withdraw your
over your quarters
"No I chose back, and
drink of the blood
"You want to know
from this land for
Neptune, who still
filled his sea. Still
can restrain yourself
the Triton's island,
longer to the sun, who
these flocks unharmed
may yet after much
I forewarn you of the
Even though you may
after losing all your
trouble in your house,
who are devoting your
and making presents to
"When you get home
and after you have
you must take a well-
to a country where
even mix salt with
and oars that are
taken which cannot
will say it must be
shoulder, on this you
ram, a bull, and a boar
hecatombs to an the
self, death shall come
away very gently when

will come
but tell me
about home by
and though I
ok to me, tell
taste of the
if you do not
of Hades, for
still where I was
Then she knew me at
how did you come
will alive? It is a hard
between us and them there
warus, which no man can
up to take him. Are you all
from Troy, and have you
your wife in your own house?
me here to consult the ghost of the
never yet been near the Achaean
country, and I have had nothing but
from the very first day that I set out
the land of noble steeds, to fight the Tro-
at tell me true, in what way did you die? Did you
or did heaven vouchsafe you a gentle easy pas-
sage to eternity? Tell me also about my father, and the son whom I left
behind me: is my property still in their hands, or has some one else
got hold of it, who thinks that I shall not return to claim it? Tell me
again what my wife intends doing, and in what mind she is; does she

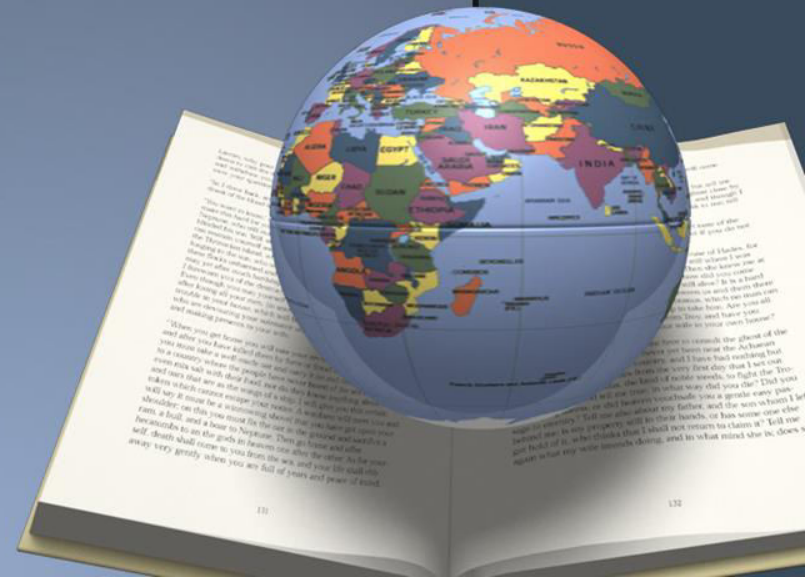
Issues and trends in nursing administration



NURSING ADMINISTRATION – DEFINITION

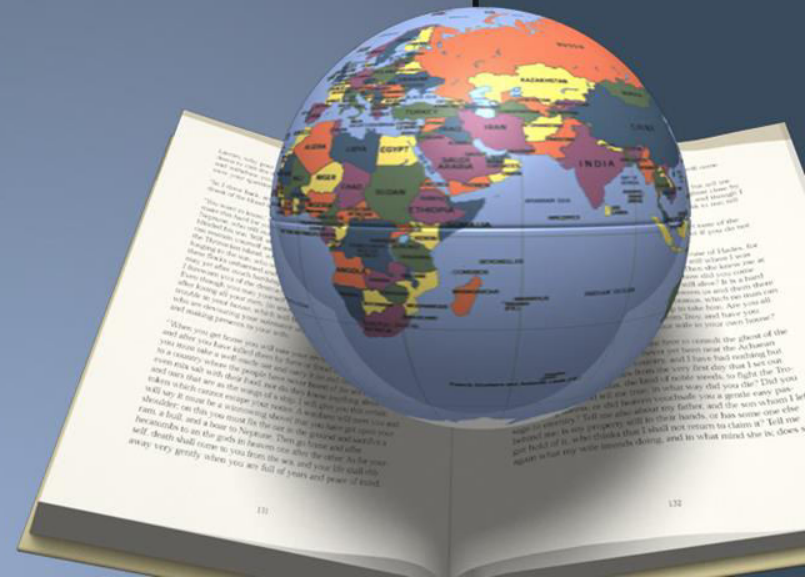
- According to OREM (1995)

“the body of persons who function in situational context to collectively manage courses of affairs enabling for the provision of nursing for the population currently being served by an organised health service institution or agency and for populations to be served”.



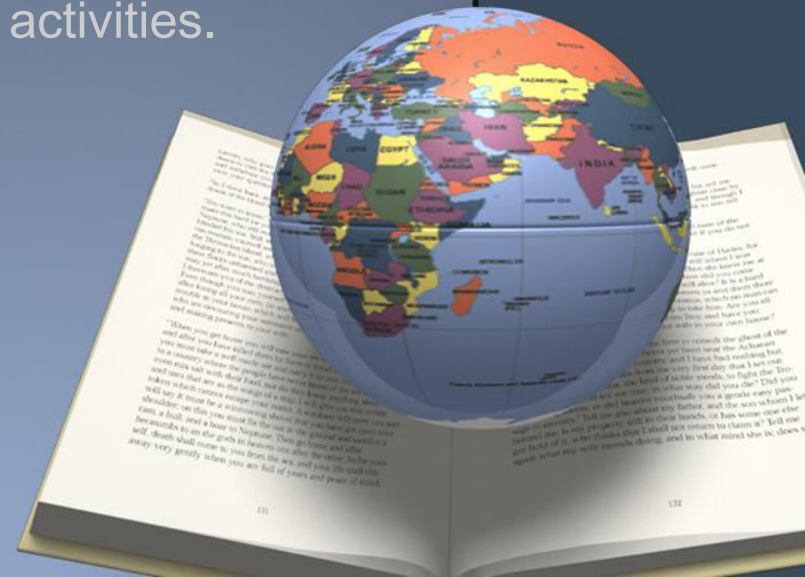
DEFINITION- Cont'd

- It is defined as an area of study in nursing focusing on “administration of organised nursing services”.
- Nursing administration is concerned with the designing , planning , and producing nursing for populations and subpopulations of persons requiring nursing .



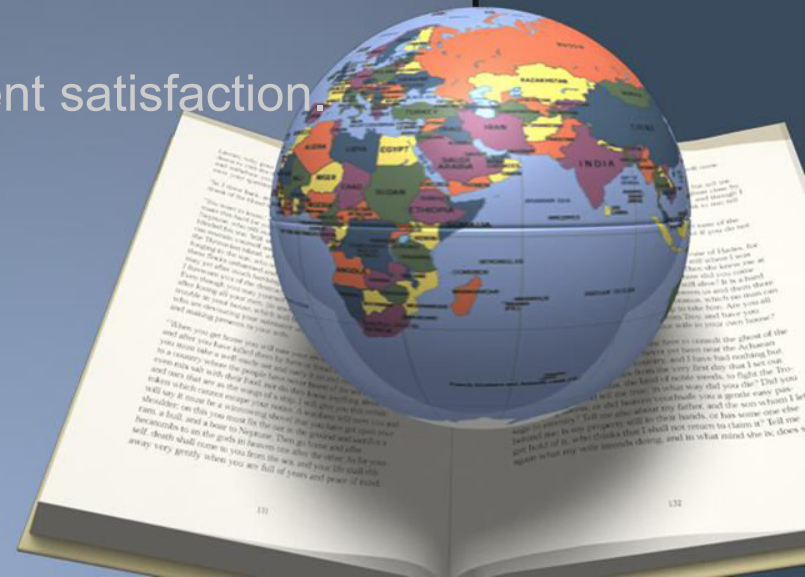
FUNCTIONS OF NURSING ADMINISTRATION

- Providing leadership in development of the mission and vision for the enterprise.
- Informing the governing board about nursing contribution to the enterprises.
- Determining the needs for nursing based on characteristics of the population.
- Designing and planning nursing operation.
- Facilitating research and development activities.



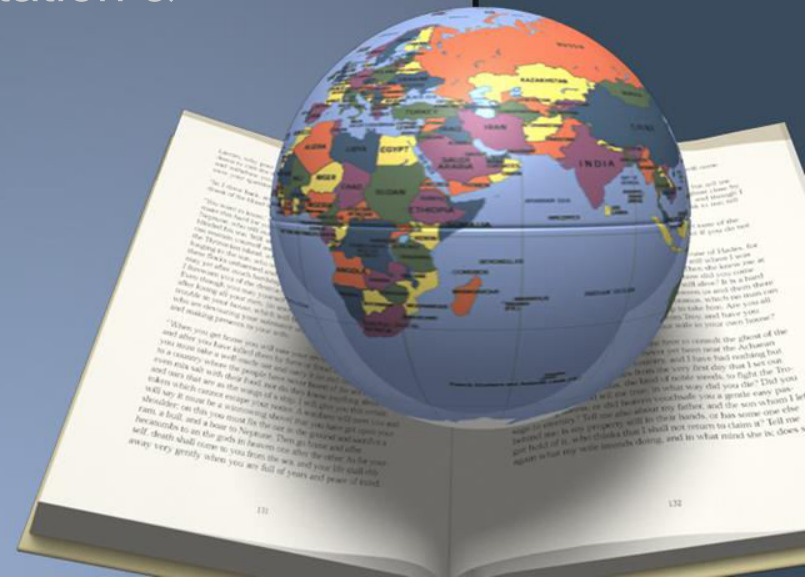
UNDERSTANDING

- The domain and boundaries of nursing as a discipline among other health care disciplines and the domains and boundaries of disciplines articulating with nursing.
- A practice philosophy to guide goal setting & evaluation.
- A process of identifying populations of concern to nursing.
- Designing nursing for individuals and for populations.
- The outcomes of nursing.
- Strategies for determining patient \client satisfaction.



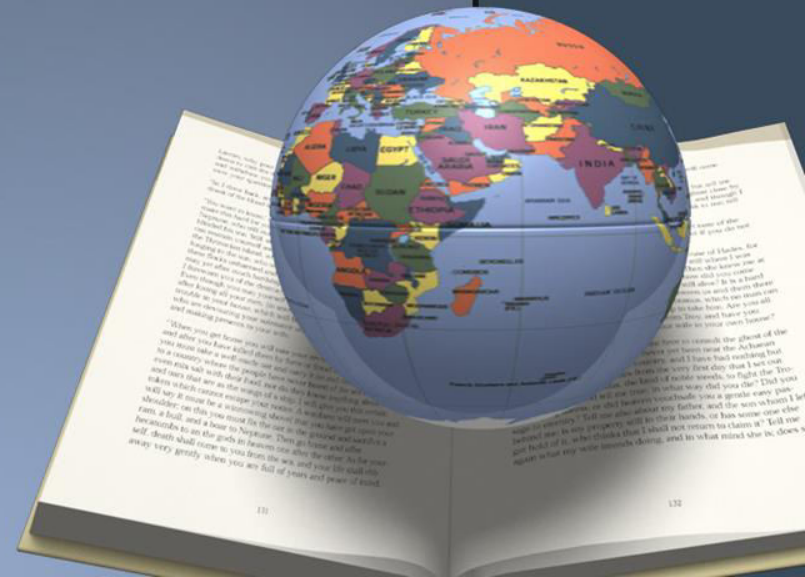
Knowledge

- Communication and information management.
- Management of interpersonal relationships in an organization ,including negotiations.
- Managing personal for efficient service production.
- Financial management ,including economies of the health care industry.
- Programme development ,implementation & evaluation.
- Strategic management.



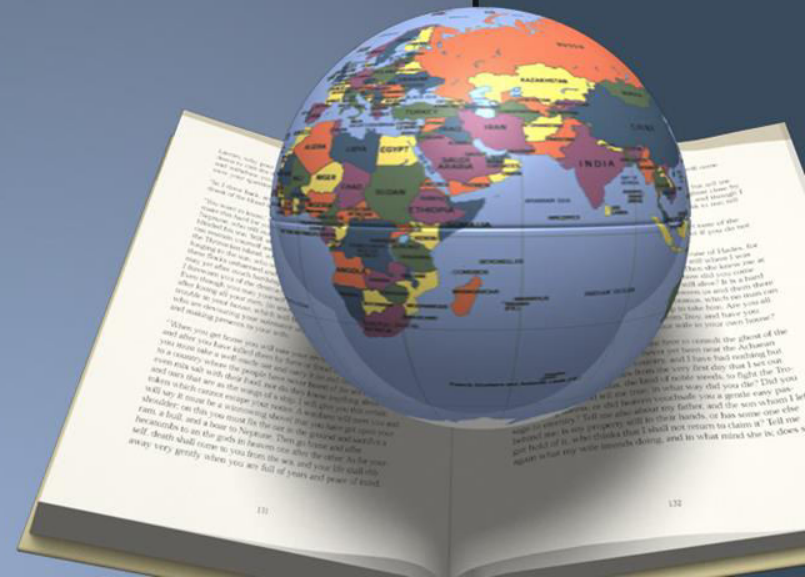
Domains of knowledge for nursing administration:

- Nursing requirements domain.
- Nursing service practice domain.
- Nursing organization domain.
- Environment domain.



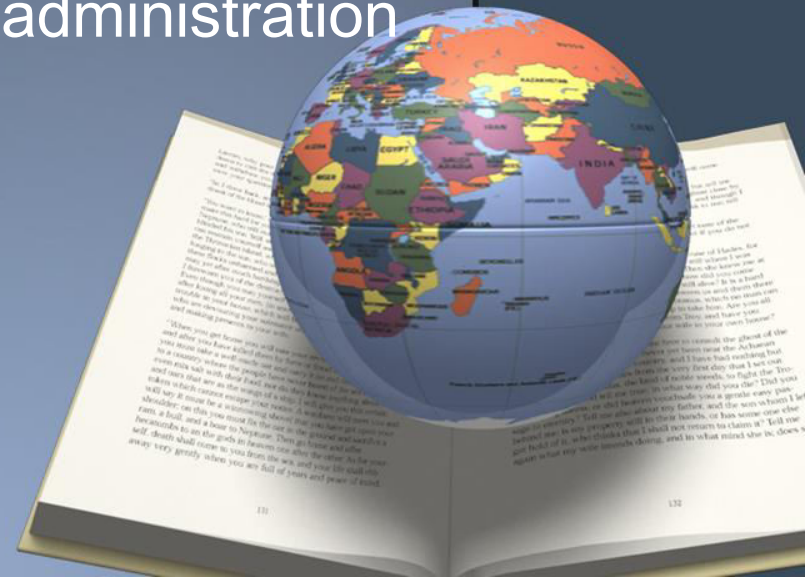
Management and nursing theories for administration:

- Maslow's hierarchical of needs theory.
- Clayton Alderfer's ERG theory.



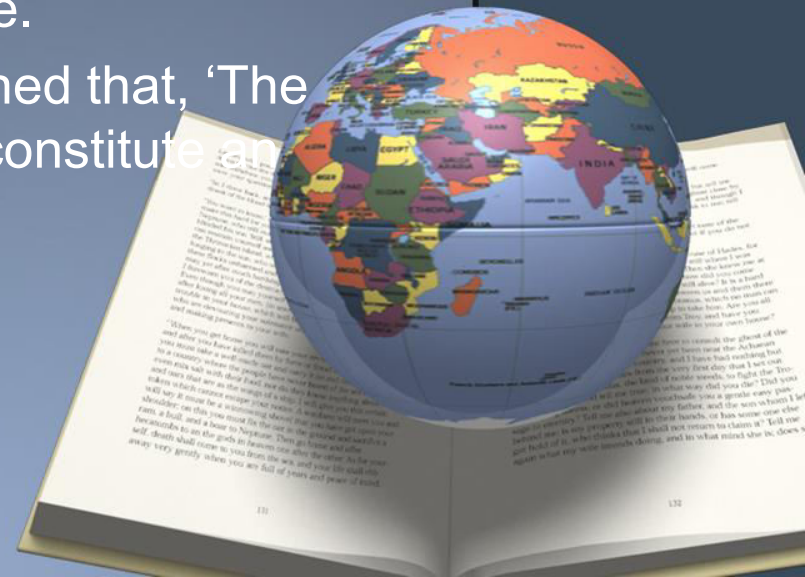
Trends in nursing administration

- Nursing services in ancient time
- Influence of the Christian era on nursing
- Emergence of modern nursing service
- Emergence of nursing service standards
- Nursing service in the Bureaucratic system
- Emergence of nursing service administration



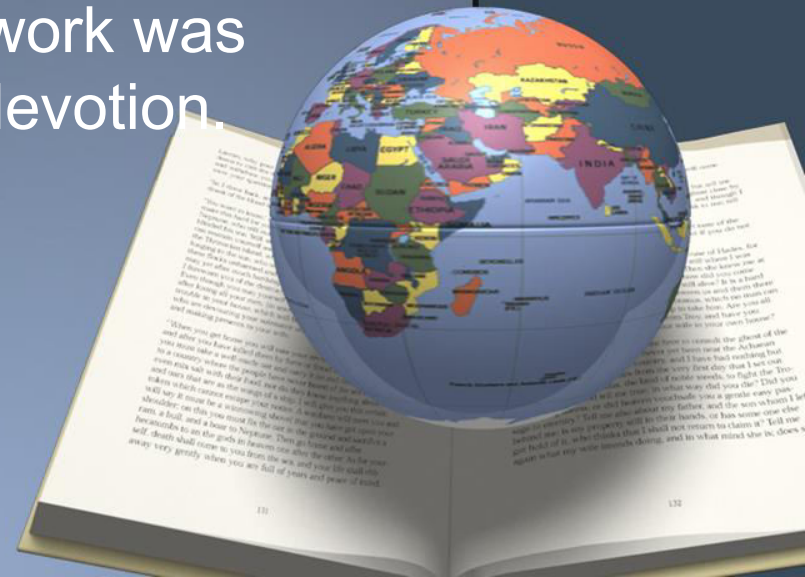
Nursing services in ancient time

- Study of the history will help us to know what nurses thought and did in the past and which may still affect us and may have had some influence on what we think and do.
- We can still learn from the writings of Florence Nightingale. How the problems were approached and solutions obtained in the past will help us to find solutions to problems of our own time.
- In the book of 'Charaka', it is mentioned that, 'The physicians, drug, nurse and patient constitute an aggregate of four'.



Influence of the Christian era on nursing

- Sister Marie advised that nurses to find a sound balance between sacrificial and legitimate self-interest in the exercise of their profession.
- During the Greek medicine and in Christian era, nursing became a respected occupation in which the most unpleasant work was made dignified by a sense of devotion.



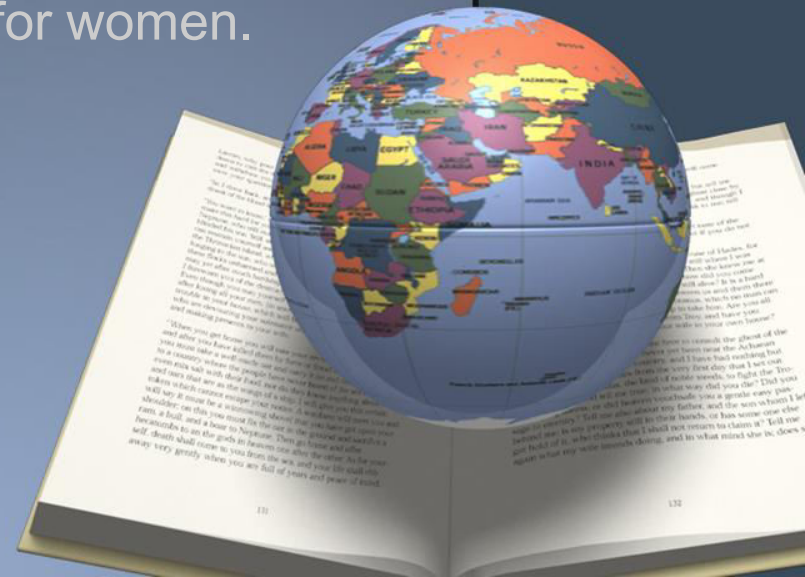
Influence of the Christian era on nursing – Cont'd...,

- In the 16th century, with the reformation, nursing sank to it's lowest level. Hospitals were controlled by the upper classes and administered largely for their benefit.
- The nursing personnel in the secular hospitals were illiterate and overworked. They divided their time between house keeping, laundry, scrubbing, and nursing the sick.



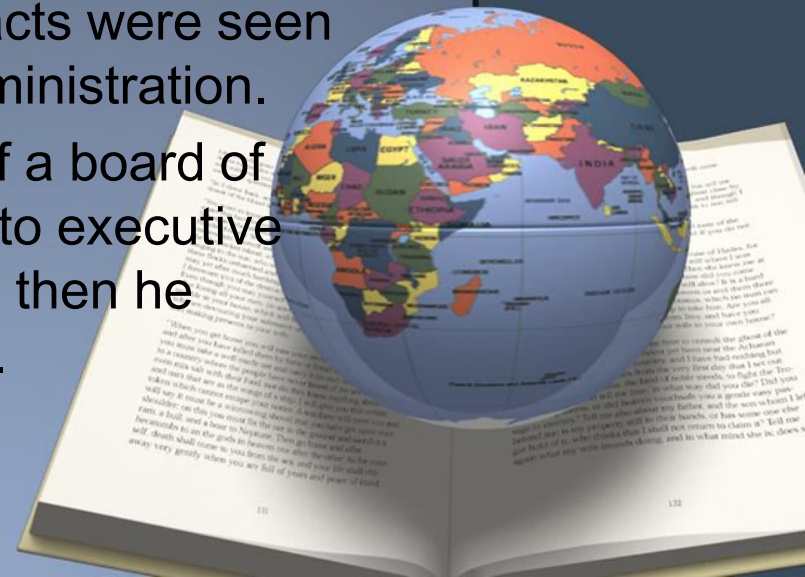
Emergence of modern nursing service:

- With the emergence of modern medicine and hospitals, adequate nursing service became a prime necessity.
- In 1860, Nightingale's concept of a new system of nursing became a reality through the establishment of a training school at St. Thomas hospital, London.
- This system of nursing offered economic independence and secular vocation for women.



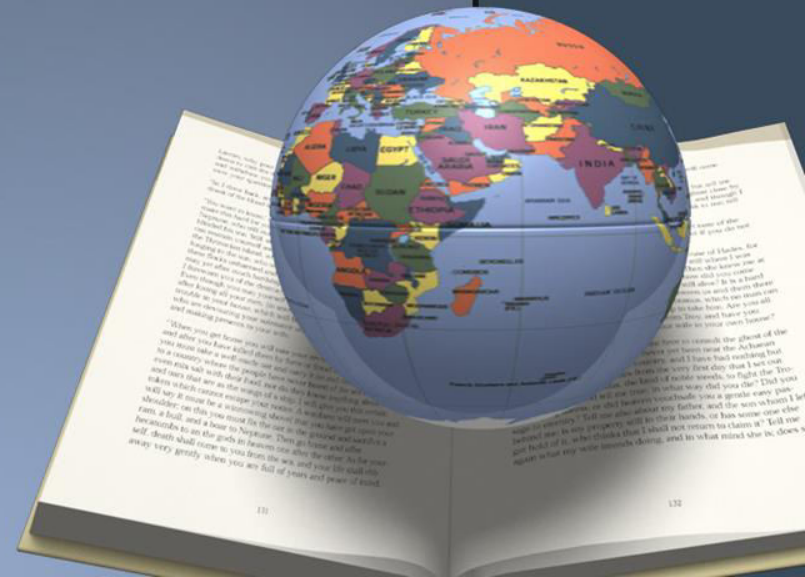
Emergence of nursing service standards

- 1936 – The manual of essentials of good hospitals service published under the sponsorship of the American hospital association and national league for nursing education.
- 1950 – Hospital nursing service manual was published.
- Nursing service was beginning to function on its own. The value of scientific method and facts were seen on the horizon of nursing service administration.
- The hospital was under the control of a board of director who delegated the authority to executive director or hospital administrator and then he established the various departments.



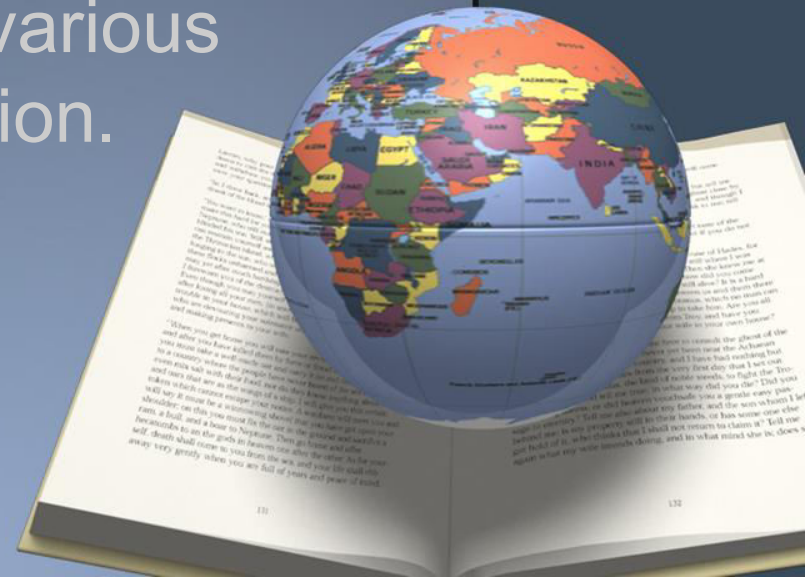
Nursing service in the Bureaucratic system

- During this period, the decision were usually made through the interaction of three groups:
 1. The administrator
 2. The medical staff
 3. The board of trusteesThe nursing services were ignored.



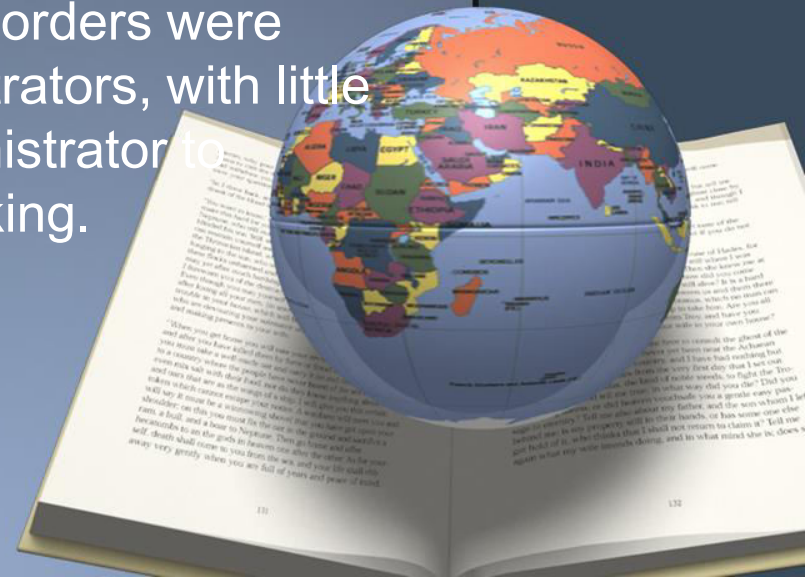
Hospital nursing service at Mid-century

- During the period from 1950, numerous studies were performed related to patient care.
- Nurses, educators, physicians, hospital administrator and others were actively engaged in various projects and experimentation.



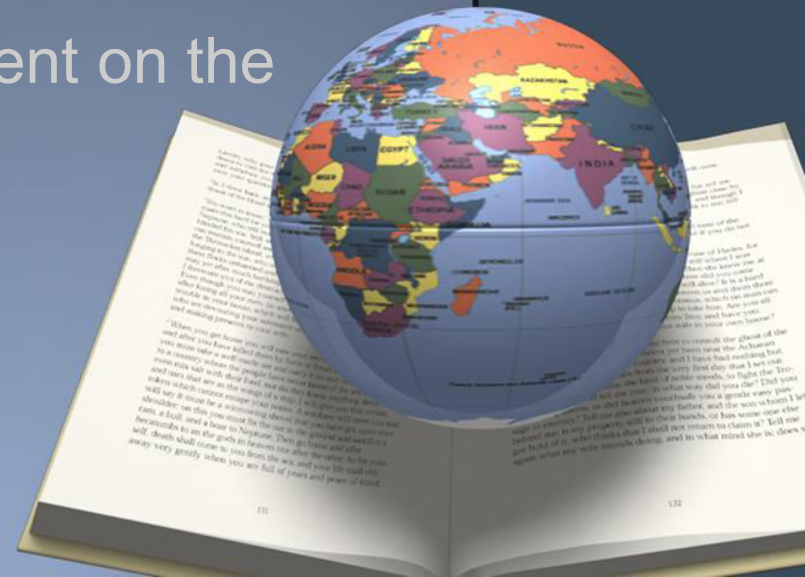
Emergence of nursing service administration

- The national nursing council published in report 'Nursing for the future' is known as the Brown's report.
- He indicated that in nursing service, administrative and supervisory staff tend to be authoritarian and nurses had little freedom in decision and judgements for care of the patients.
- Also it was found that administrative orders were issued from the top hospital administrators, with little opportunity provided for nurse administrators to participate in the policy decision making.



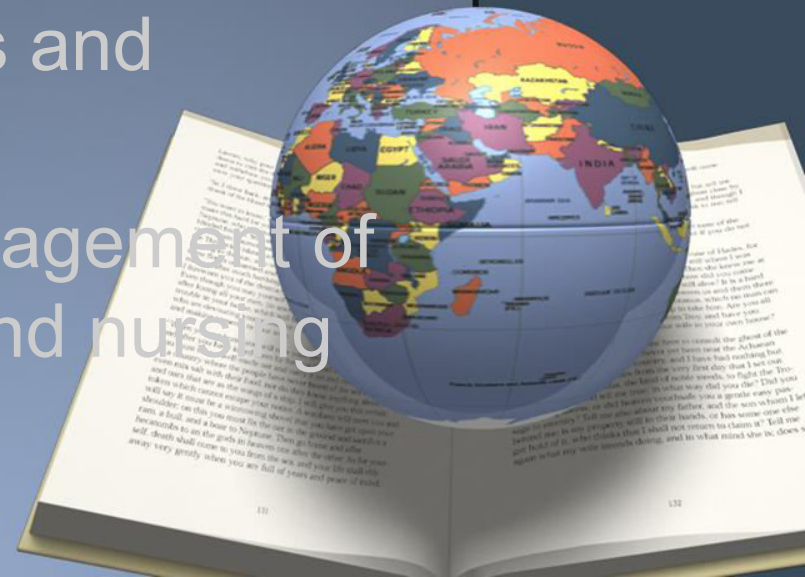
Issues in Indian Context:

- Non-involvement of nursing administrators in planning and decision making in the governmental hospital administration.
- No specific power has been signed to NS.
- NS will have no authorities to sanction leave their subordinates.
- Administrators always dependent on the advice of clerical staff.



Issues in Indian Context – Cont'd..,

- Prevalence of role ambiguity among administrators.
- Unnecessary interference of non-nursing personnel in nursing administrators.
- No written nursing policies and manuals.
- Lack of knowledge in management of hospital among medical and nursing administrators.



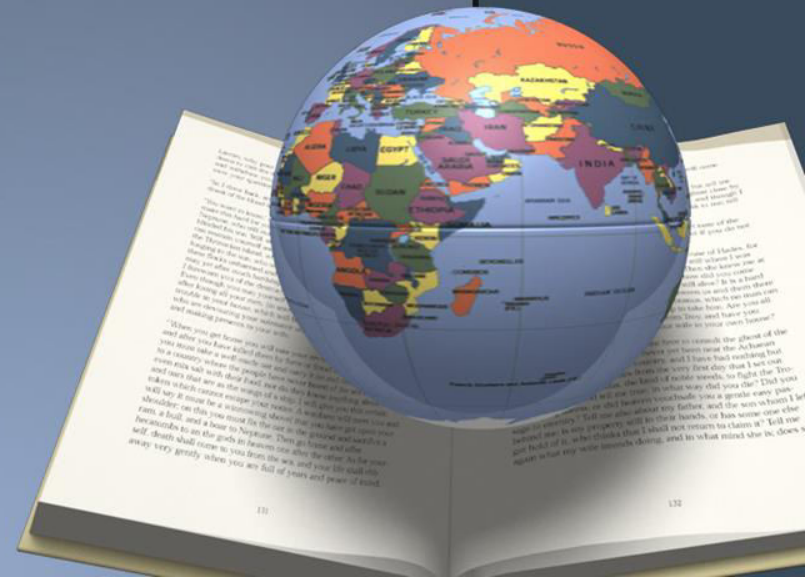
Issues in Indian Context – Cont'd...

- No proper job description for various nursing cadres.
- No organised staff development which includes orientation, ISE, CNE.
- Inefficiency of nursing councils of state and union to maintain standards in nursing.
- No efforts at higher level for implementation of separate directorate of nursing sanctioned by our governments.



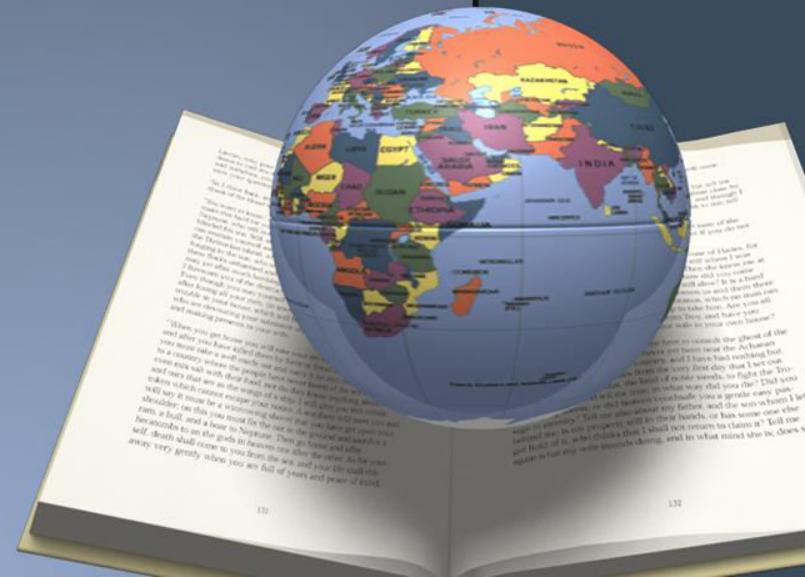
Issues in nursing administration- International level

- Issues related to human resources
- The management of nursing services.
- Issues related to nurses themselves
- Education for nursing administration.
- Research in nursing service administration.



ISSUES RELATED TO HUMAN RESOURCES

- Staffing
- Recruitment
- Retention
- Personnel policy
- Staff development



ISSUES IN NURSING ADMINISTRATION

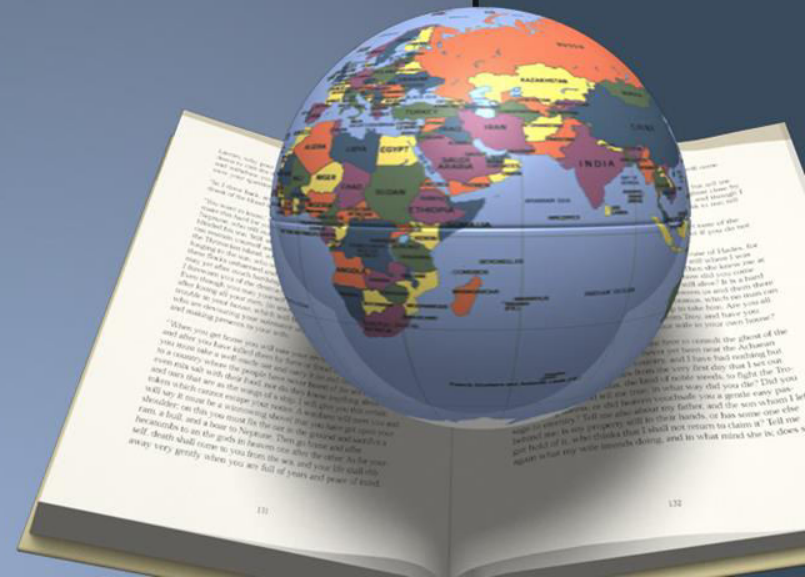
– The management of nursing services.

- Shortage of nurses.
- Inadequacy of information system and support services.
- Few models of collaborative practice and education for nurses ,physicians ,and health care administrators.
- Near absence of epidemiologic approaches in nursing administration.
- Limited participation by nurses in planning health services.



ISSUES – Cont'd...

- Collective bargaining
- Performance appraisal
- Time management
- CNE
- Budget
- Technology



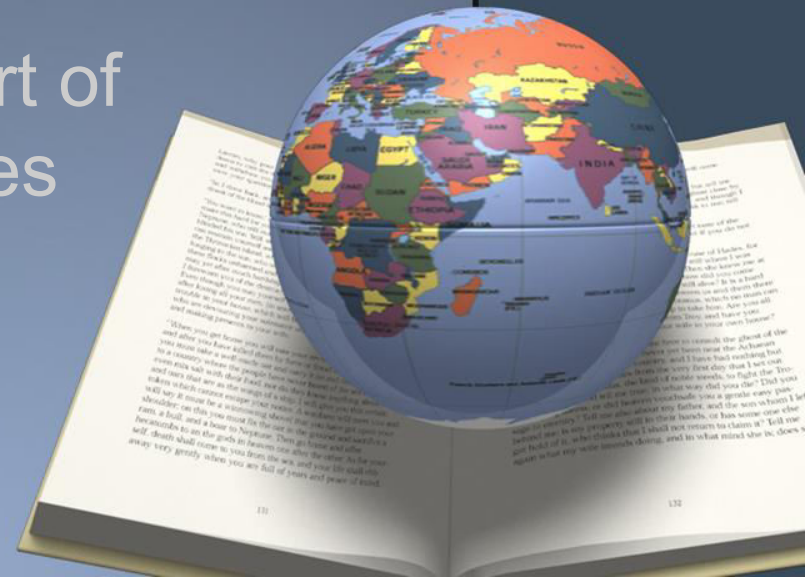
Issues related to nurses themselves

- Long hours
- Health problem
- Working against pressure-over crowding
- Non availability of guidance and counseling
- Non availability of health care
- Non availability of crèches
- Non availability of residential accommodation



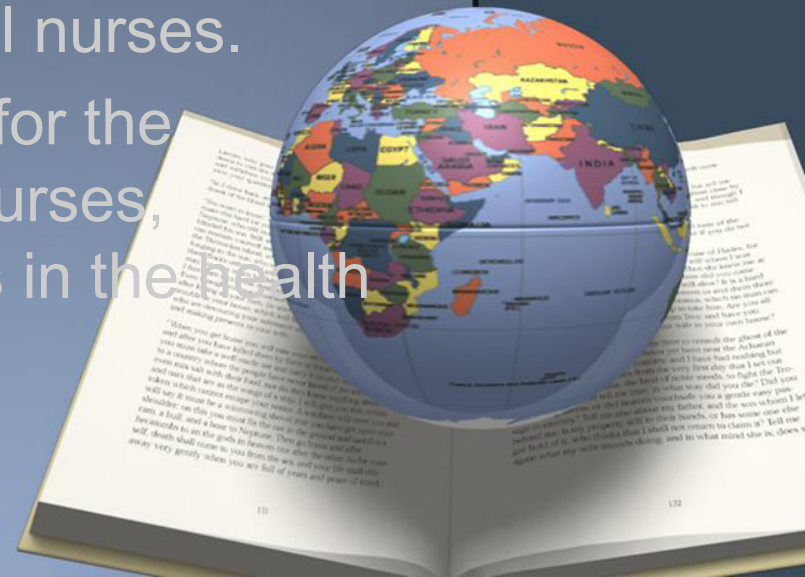
Issues related to nurses themselves – Cont'd...,

- Poor pay
- Non involvement of nursing in nursing matter
- Lack of security and safety
- Non availability of basic amenities
- Non availability of transport of community nursing services



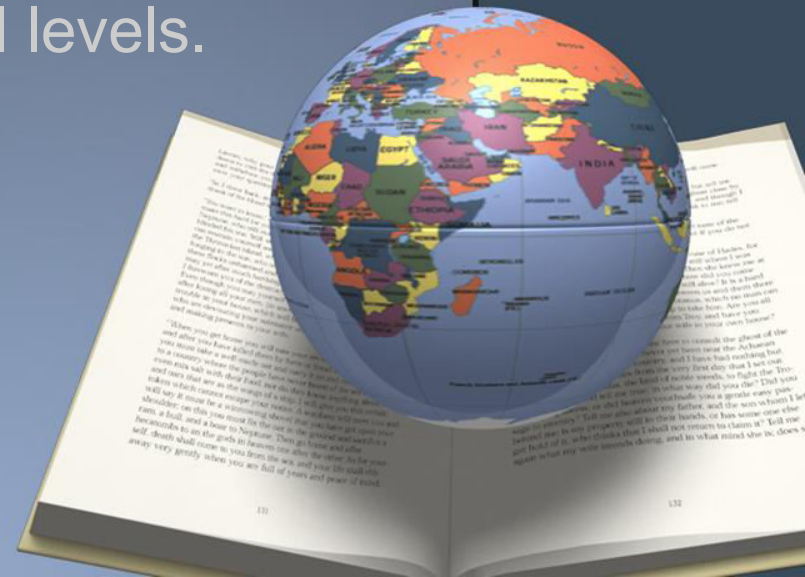
Recommendations:

- Develop and sustain multiple strategies to attract, recruit, and retain nurses including enhancement of the image and status of the nurses.
- Encourage the development of improved information systems and others support services to enable professional nurses.
- Develop collaborative models for the education and functioning of nurses, Physicians, and administrators in the health care delivery system.



Recommendations –Cont'd.,

- Increase the use of clinical epidemiologist approaches in conjunction with medicine strategies planning and resource allocation.
- Ensure that appropriately educated nurses are included as numbers of all health planning groups and committee at local, regional, national, international levels.



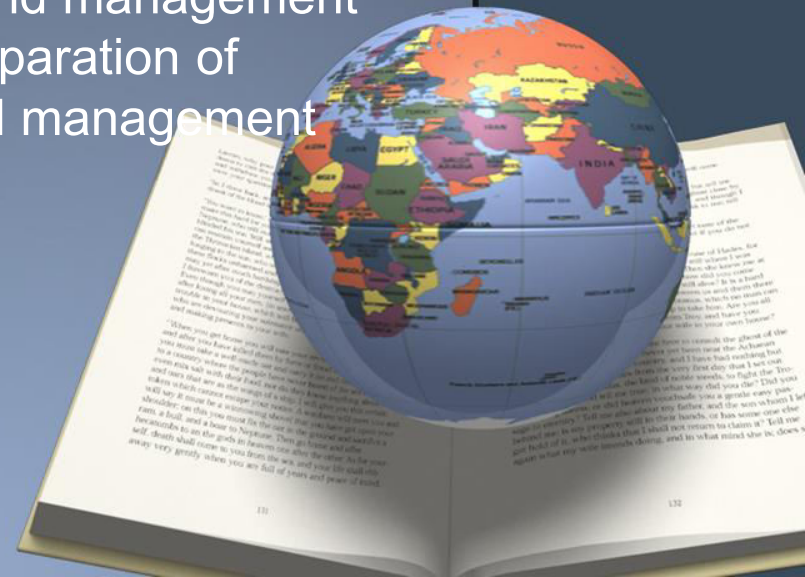
EDUCATION FOR NURSING ADMINISTRATION

- The need for long term planning and manpower studies.
- Guidelines for nursing administration education which care constitute international standards.
- The nature of academic programs in nursing administration.
- The design and placement of those programs ,and faculty qualifications



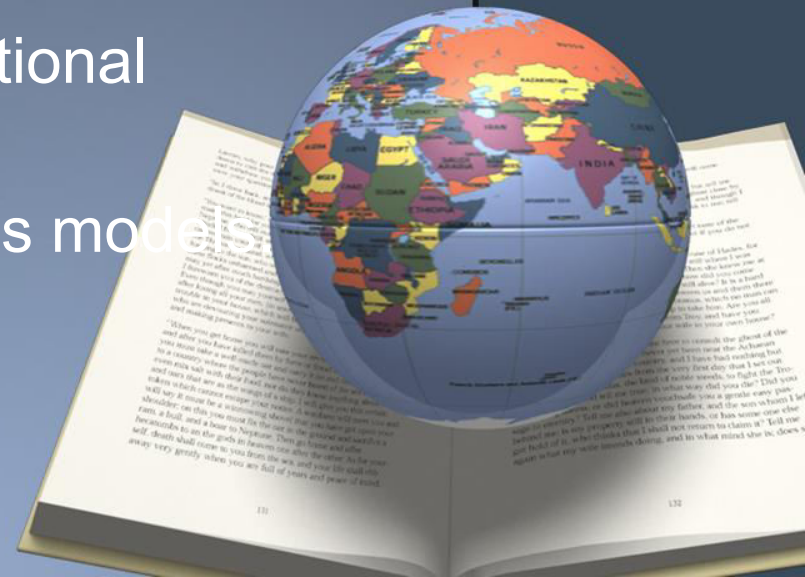
Recommendations

- Support and conduct long term planning and the development of manpower studies at local ,state ,national levels.
- Develop guidelines which can serve as international standards for nursing administration ,education at the basic ,post basic and continuing nursing levels .
- Foster intra &interdisciplinary education with involvement from nursing, medicine, and management and public health for the academic preparation of administrators with clinical nursing and management knowledge.



Research in nursing service administration

- Attitudes and satisfaction levels of the workers for whom managers have responsibility.
- Quality of patient and nursing care.
- Decentralization of decision making to various categories of workers.
- Decision making and organizational designs.
- Induction and cognitive process models



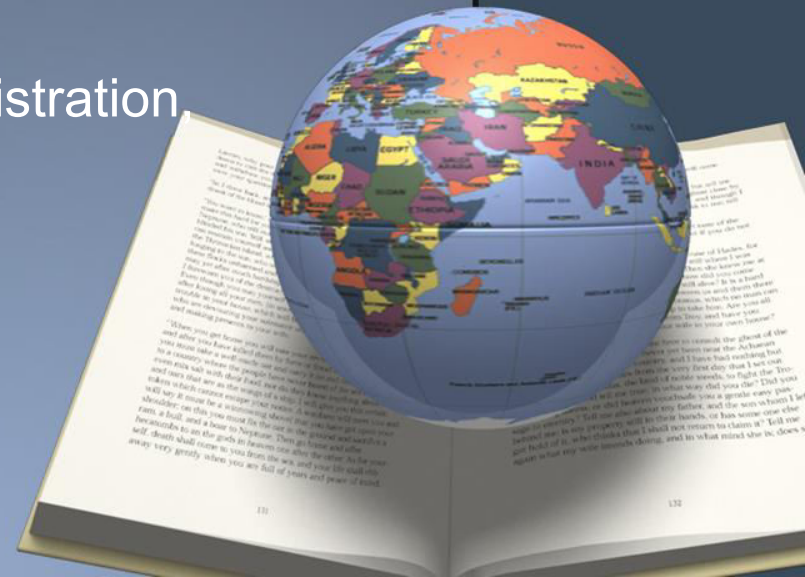
Recommendations

- Top priority for nurse managers and educators in positions to generate ,facilitate ,and utilize the research process & outcomes.
- Multiple ,diverse research methodologies should be supported.
- The ICN should consider forming a special interest group for nursing administration, focusing on service ,education, theory &practice.
- All governments and other funding agencies concerned with the organisation and management of health services should be encouraged to provide financial support for research in nursing service administration.



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THANK YOU