
NURSING MANAGEMENT

PRESENTED BY
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ICON

DEFINITION OF MANAGEMENT

- Management is defined as the process by which a co-operative group directs action towards common goals.

Joseph Massie (1973)

- Management is simply the process & agency which directs & guides the operations of an organisation in realising established aims.

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DEFINITION OF MANAGEMENT

- Management is simply the process of decision making and control over the action of human being for the express purpose of attaining predetermined goal.

Stanly Vance (1959).

DEFINITION OF ADMINISTRATION

- Administration is the organisation and direction of human & material resources to achieve desired ends.

Pfiffner & Presthus.

- Administration has to do with getting things done; with the accomplishment of defined objectives.

Luther Gullick.

DEFINITION OF ADMINISTRATION

- Administration is the activities of groups co-operating to accomplish common goals.

Herbert A Simmon.

- Administration is the organisation and use of men & material to accomplish purposes. It is the specialized vocation of managers who have skills of organising & directing men & material just as definitely as an engineer has skill of building structure.

James L

NURSING MANAGEMENT

DEFINITION

- Nursing management is a branch of the nursing field which focuses on managing nurses and patient care standards. An effective nursing management program is critical for most facilities which use nurses, such as hospitals, clinics, and residential care facilities.
 - People in this field often have both nursing and management experience, and they have typically received special training to prepare them for employment as managers and supervisors.
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NURSING MANAGEMENT

- **Nursing management** is performing leadership functions of governance and decision-making within organizations employing nurses. It includes processes common to all management like planning, organizing, staffing, directing and controlling. A good nurse manager should be open to anything in the environment and be sensitive to the needs of the staff under her/his management.
 - It is common for RNs to seek additional education to earn a Master of Science in Nursing or Doctor of Nursing Science to prepare for leadership roles within nursing. Management positions increasingly require candidates to hold an advanced degree in nursing.
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DEFINITION

- Nursing management relates to performing the action of planning, organising, staffing, leading, controlling the activities in a nursing enterprise or division of nursing departments and departmental subunits.

 - - RUSSEL . S. SWANSBURG
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CONCEPTS OF NURSING MANAGEMENT

- Acc to RAJMON GILEON
NURSING MANAGEMENT BY

- communication
 - system
 - results
 - participation
 - motivation
 - exception
 - objectives
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CONCEPT OF NURSING MANAGEMENT

- Acc to E.B.GUPTHA
 - Management as a team
 - Management as a academic discipline
 - Management as a process
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ADMINISTRATION & MANAGEMENT

- Pair of scissors
 - Administration is the art of the management
 - Synonyms
 - Administration is an enabling process where as management as the process of putting administration into practice
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LEADERSHIP & NURSING MANAGEMENT

- GARDNER –leadership requires more complex skills than management
 - Mc NEESE SMITH-management emphasizes control leadership increases productivity
 - FARLEY –management preparation occurs before leadership
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NATURE OF NURSING ADMINISTRATION

- Universal
 - Tangible
 - Continuous
 - Dynamic
 - Social and human
 - Creative and innovative
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TYPES OF NURSING MANAGEMENT

1. Nursing service administration
 2. Community health administration
 3. Educational administration
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PRINCIPLES OF NURSING MANAGEMENT

- Nursing management is planning
 - Nursing management is effective utilization of time
 - Nursing management is decision making
 - Meeting patient's care needs is the basic function of the nurse manager
 - Nursing management is organizing
 - Nursing management is one primary functional division of nursing
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PRINCIPLES OF NURSING MANAGEMENT

- Nursing management is the formulation and achievement of social goals
 - Nursing management denotes a social position or rank ,a discipline and a field of study
 - Nursing management is the active organ of the division of nursing ,the organization ,and the society it functions
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PRINCIPLES OF NURSING MANAGEMENT

- Organizational cultures reflect values and beliefs
 - Nursing management is directing or leading
 - A well managed division of nursing motivates employees to give satisfactory performance
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PRINCIPLES OF NURSING MANAGEMENT

- Nursing management is effective communication
 - Nursing management is staff development
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TECHNIQUES OF NURSING MANAGEMENT

- Democratic supervision
 - Communication
 - Planning & organising
 - Orderly plans
 - Leadership
 - Departmentation
 - Direct contact
 - Evaluation
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Journal abstract

A literature review of conflict communication causes, costs, benefits and interventions in nursing.

- Brinkert R.

Abstract

- **AIM:** This paper reviews the literature on conflict communication in nursing in order to prioritize research, theory and interventions that will support nurse managers and staff nurses. **BACKGROUND:** Conflict is pervasive in nursing and has many costs, including burnout, higher absenteeism and higher turnover. Increased and more effective use of conflict management seems important in sustaining and developing the field. **METHODS:** The literature study focused on the intersection of nursing, communication and conflict. The review primarily drew from the nursing and communication disciplines. **RESULTS:** While much is known about the sources and costs of conflict in nursing, more can be done to research the benefits of conflict and intervene effectively. **CONCLUSIONS:** Conflict is a routine feature of nursing. Nonetheless, sources can be managed, costs decreased and benefits increased with indirect and direct interventions. **IMPLICATIONS FOR NURSING MANAGEMENT:** Nurse managers can support themselves and others in working through conflict by normalizing conflict, employing proven proactive and reactive interventions and by helping to build integrated conflict management system
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JOURNAL OF NURSING MANAGEMENT

- 2007 Nov;15(8):811-6.
 - **Boosting morale and improving performance in the nursing setting.**
 - [Stapleton P](#), [Henderson A](#), [Creedy DK](#), [Cooke M](#), [Patterson E](#), [Alexander H](#), [Haywood A](#), [Dalton M](#).
 - School of Nursing, Griffith University, Australia.
 - **Abstract**
 - **AIM AND BACKGROUND:** While the importance of morale is well researched in the nursing literature, strategies and interventions are not so prolific. The complexities of interpersonal relationships within the clinical domain, and the critical issues faced by nurses on a daily basis, indicate that morale, job satisfaction and motivation are essential components in improving workplace efficiency, output and communication amongst staff. Drawing on educational, organizational and psychological literature, this paper argues that the ability to inspire morale in staff is a fundamental indicator of sound leadership and managerial characteristics. **EVALUATION AND KEY ISSUES:** Four practical concepts that could be implemented in the clinical setting are proposed. These include: role preparation for managers, understanding internal and external motivation, fostering internal motivation in nursing staff, and the importance of attitude when investing in relationships.
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