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|  | | | **UNIVERSITY OF EAST SARAJEVO**  **Faculty of Medicine Foča** | | | | | | | |  | |
| ***Study program: Nursing*** | | | | | | | |
| I study cycle | | | | III study year | | | |
| **Full subject title** | | | ORGANIZATION AND MANAGEMENT IN HEALTHCARE | | | | | | | | | |
| **Department** | | | Department of Management and Marketing - Faculty of Economics Brčko | | | | | | | | | |
| **Subject code** | | | | | **Subject status** | | | | **Semester** | | **ECTS** | |
| NU-05-1-035-6 | | | | | compulsory | | | | VI | | 6 | |
| **Professor/ -s** | | Assistant professor Marković Nenad, associate professor Jelena Pavlović, assistant professor Sandra Matović | | | | | | | | | | |
| **Associate/ - s** | |  | | | | | | | | | | |
| **Number of lectures/ teaching workload (per week)** | | | | | | **Individual student workload (in hours per semester)** | | | | | | **Coefficient of student workload S** [**1**](#_bookmark0)  **o** |
| **L** | **E** | | | **SP** | | **L** | | **E** | | **SP** | | **So** |
| 3 | 2 | | | 0 | | 63 | | 42 | | 0 | | 1,4 |
| total teaching workload (in hours, per semester) 45+30+0=75 | | | | | | | total student workload (in hours, per semester) 63+42+0=105 | | | | | |
| Total subject workload (teaching + student): 75 + 105= 180 hours per semester | | | | | | | | | | | | |
| **Learning outcomes** | | After attending and passing the exam, the student will be trained to:   1. Differentiates the phases of management and the organization of the nursing service to improve the quality of nursing work in healthcare institutions. 2. Applies modern leadership and leadership theories to effectively solve problems and conflicts, delegate tasks appropriately within the nursing service, and implement motivation strategies. 3. Organizes and encourages teamwork among nurses, achieving autonomy in nursing practice and within the nursing service organization. 4. Understands the types of planning for the nursing service, human resources policy in the recruitment and selection of nurses for work in healthcare institutions. 5. Evaluates the quality in healthcare institutions, with a particular focus on healthcare services. 6. Participates in the implementation of quality systems and the writing of procedures for quality assurance. | | | | | | | | | | |
| **Preconditions** | | No preconditions | | | | | | | | | | |
| **Teaching methods** | | Lectures, practical presentations, case studies, consultations, assessment of acquired knowledge. | | | | | | | | | | |
| **Subject content per week** | | **Lectures:**   1. Introduction to Healthcare Management, Historical Development, and History of Management. 2. Leadership, the concept and essence of management, research and leadership theory. 3. Decision-making and problem-solving, types of decisions, and decision-making styles. 4. Motivation, motivation theory, strategies for creating a motivating atmosphere. 5. Conflict, conflict management, definitions and types of conflict. 6. Communication in the organization, types of organizational communication. 7. Human resources function and human resources policy in the organization of the nursing service. 8. Introduction to the job and integration of newly hired nurses (life cycle theory). First colloquium 9. Organization of the service, organizational theory, organizational culture, models of modern nursing service organization. 10. Authority and power in the service organization, definition of power, types of power. 11. Distribution (delegation) of responsibilities in the organization of the nursing service. 12. Planning, types of planning, time planning, time management. 13. Change planning, development of change theory. Resistance, expected reactions to change. 14. Implementing control and monitoring in ensuring the quality of healthcare services provided. 15. Quality measurement – control standards, research, and development of instruments. Second colloquium   **Exercises:**  1.Modeling of organizational systems | | | | | | | | | | |

11Coefficient of student workload Sois calculated as follows:

а) for study programs not going thorugh the licensing process: So = (total workload in semester for all the subjects 900 h – total teaching workload L+E in semester for all subjects hrs/ total teaching workload L+E in semester for all subjects hrs = . Consult form content and its explanation..

b) for the study programs going through the licencing process, it is necessary to use form content and its explanation

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|  | 1. Creating plans. 2. Structuring communication and communication networks in the organization. 3. Creating a system for motivation and employee stimulation 4. Workforce planning and their development within the organization 5. Decision-making and problem-solving in nursing. 6. Leadership. 7. Onboarding and integration of newly hired nurses 8. Training/education of nurses 9. Organization of the nursing service, autonomy in nursing 10. Conflict and conflict resolution at the workplace level. 11. Time planning in healthcare organization 12. Organization of patient care 13. Communication within the organization/institution 14. The importance of nursing in change planning | | | | |
| **Compulsory literature** | | | | | |
| **Author/ s** | | **Publication title, Publisher** | **Year** | **Pages (from-to)** | |
| Petern Olden | | Management of Healthcare Organizations: An Introduction, Third Edition | 2019. |  | |
| **Additional literature** | | | | | |
| Author/ s | | **Publication title, Publisher** | **Year** | **Pages (from-to)** | |
|  | |  |  |  | |
| **Student responsibilities, types of student assessment and grading** | **Grading policy** | | **Points** | | **Percentage** |
| Pre-exam activities | | | | |
| lecture/exercise attendance | | 0-10 | 10% | |
| Seminar paper | | 0-10 | 10% | |
| Test/ colloquium 1 | | 25-40 | 15% | |
| Test/ colloquium 2 | | 25-40 | 15% | |
| Final exam | | | | |
| Final test | | 0-100 | 50% | |
| TOTAL | | 100 | 100 % | |
| **Certification Date** | December 2024. | | | | |