UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

COURSE SYLLABUS

Nursing and Midwifery Management

2526-2-K0101D009

Aims

The course aims to provide knowledge and methods to analyze, design and evaluate nursing and midwifery care organization in the health system.

Specifically:
Knowledge and Understanding
The student will understand the principles of management and organization as they relate to the nursing and midwifery system. Understanding the organizational frameworks of healthcare institutions and their operational dynamics, as well as the instruments and methodologies for studying and assessing organizational processes.

Applied Knowledge and Understanding
The student will apply tools to analyse and assess organizational processes in nursing and midwifery, develop interventions for organizational improvement in compliance with regulations and care requirements, and employ evaluation methodologies to monitor the efficiency and effectiveness of healthcare services.

Independent Judgment
The student will be able to critically evaluate organizational and managerial models within healthcare institutions, identify strengths and areas for improvement in the management processes of operational units and formulate intervention proposals consistent with available resources and care needs.

Communication Skills
The student will proficiently express the outcomes of organizational analyses and evaluations to peers and supervisors, employ suitable technical terminology to present initiatives for service enhancement and reorganization, and collaborate with the healthcare team to execute organizational solutions in nursing and midwifery environments.

Learning Skills
The student will gain the requisite skills to independently learn contemporary organizational and management tools, synthesize theoretical knowledge with the analysis of actual organizational contexts, and promote a continuous

learning mindset to inventively manage care processes.

Contents

CLINICAL MANAGEMENT AND MANAGERIAL THEORIES - To know the paradigms that have characterized the various ages of the evolution of management thinking and to analyse their impact in the development of nursing and midwifery systems within the health care organizations. To know the basic elements of organizational analysis and to apply them to nursing and midwifery care. To know the nursing and midwifery organizational models in order to understand their relationships with the theoretical models of nursing and midwifery in use. ELEMENTS OF ORGANIZATIONAL DEVELOPMENT STRATEGIES - To know main human resources management methods and tools and to apply them, according to criteria that take into account complexity of patients' needs. To know methods and tools to develop continuous improvement projects for the quality of nursing and midwifery care, according to national and international accreditation models. To know current guidelines for prevention and risk management in healthcare.

Detailed program

Concepts and meanings of organization and system. Nature and significance of the organizations in healthcare. Evolution of organizational thinking. The schools of thought (classical, human relationships, systemic school and school of the organizational contingencies) and the related critical approaches. New approaches to the analysis of the organization: contingencies and uncertain systems. Systemic analysis of the organization. Emotional intelligence applied within the organizations. Project management: theory, methodology and practical training. The complex adaptive systems. Lean organization. Organization for intensity of cures and complexity of care. Continuity of care. The recognition of complexity care systems. Organizational models for nursing and midwifery practices. Management of human resources.

Prerequisites

Defined by the degree regulation.

Teaching form

Lectures with guided discussions in plenary sessions. Practical exercises. Seminar or conference participation as suggested by teachers, according to the course' contents.

Textbook and teaching resource

Pontello G. (1998) Il management infermieristico. Milano: Masson; Calamandrei C., Orlandi C. (2009) La dirigenza infermieristica. Milano: McGraw-Hill; Auteri E. (2009) Management delle risorse umane. Fondamenti professionali. Milano: Edizioni Angelo Guerini ed associati SpA; Moiset C., Vanzetta M.(2009) Misurare l'assistenza: il SIPI: dalla

progettazione all’applicazione. Milano: McGraw-Hill; Bonazzi G. (1998) Storia del pensiero organizzativo. Milano: Franco Angeli.

Semester

Second year, second semester

Assessment method

Test with open-ended questions. Academic essay with specific characteristics that will be illustrated by the teacher during the course.

Office hours

Agreed with teachers by e-mail.

Sustainable Development Goals

GOOD HEALTH AND WELL-BEING | QUALITY EDUCATION | GENDER EQUALITY