

*Tikrit University*

*College of Nursing*

*Clinical Nursing Sciences*



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**Nursing Mangement**

**Management Needs Resources**

**by:**

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## **Management Needs Resources**

### **1. The director:**

This individual directs the management of the staffing and payroll functions, nursing supervisors, and the nurse manager of the hospital.

### **2. The staffing and payroll office:**

This office is responsible for providing support to the inpatient nursing units and the emergency department, staffing, and payroll. The office responsibilities include daily staffing, maintaining scheduling changes. The nursing supervisors direct and evaluate nursing care and related activities of the nursing units on the off-shifts and serve as the administrative person within the hospital.

### **3. Nurse manager:**

This individual manages the nursing staff of the hospital for the 24-hour of each day.

### **4. The nursing staff:**

They are composed of the following positions: registered nurse, nursing assistants, unit secretaries, and nursing service.

## **Factors Effecting on Management**

1. The degree to which management's decision making style affects information flow by making full use of two-way lateral and vertical communications (collaborative styles) or by relying mostly on one-way vertical communications (command and control styles).

2. The types of technology used in the management system to generate and process information; enterprise resource planning (ERP), specialized tools (HIS-Health Information systems, DSS-decision support systems).

3. The level of use of e-commerce and Internet technologies to facilitate the flow of information.
4. Competition; health care setting that do not jump quickly into a promising service market may be outmaneuvered by their competitors.
5. Economy; the overall economy may negatively affect a manager's ability to plan. When sudden downturns occur, planning must be stopped, adjusted, or taken in a new direction.
6. Managers; managers must be flexible to the changing in the outside economic conditions even when they are in the midst of planning a project of special interest to them. Managers themselves also affect their own planning function. If they are not good planners in general or do not have the experience, education, or background in planning required to be successful, they are more likely to plan poorly.
7. Information; when planning occurs, it is vital to have accurate information from consumers, the market, the economy, competitors, and other sources. Managers who do not have accurate and timely information are more likely to plan poorly and inadequately.

## **Management Theories**

- ▶ The study in the development of management theories can be useful to nursing leaders in creating their own management style.
- ▶ No single management theory is sufficient in itself to guide the nursing leaders in every situation.
- ▶ However, selecting from the most applicable theory they may be able to develop their own individual management style and most effective in their situation. There are some of the most profound management theories

developed in different periods, they could be categorized into four main focuses:

### **1. Scientific management.**

- ◆ When the most efficient way to complete a task was determined, workers were trained to follow that method.
- ◆ It was management's responsibility to select and train workers rather than allow them to choose their own jobs and methods and train themselves.
- ◆ The scientific management reduced wasted efforts, set standards of performance, encouraged specialization, and stressed the selection of qualified workers who could be developed for a particular job.

### **2. Classic management.**

- This theory concentrate on the organization as a whole rather than focusing solely on production, managerial activities, and controlling.
- The concepts of scalar levels, control, authority, responsibility, staff relationships, and decentralization became prevalent.
- As believer in the division of work and the specialization increases efficiency.

### **3. Human relations.**

- The human relations movement began in the 1940s with attention focused on the effect of individuals on the success or failure of an organization.
- The chief concerns of the human relations depend on individuals, group, interpersonal relations, leadership, and communication.

- Instead of concentrating on the organization's structure, managers encourage workers to develop their potential and help them to meet their needs, accomplishment, and sense of belonging.

#### **4. Behavioral science.**

— Behavioral science emphasized the use of scientific procedures to study the psychological, sociological, and anthropological aspects of human behavior in organizations.

— Behavioral scientists indicated the importance of maintaining a positive attitude toward people, training managers, fitting supervisory action to the situation, meeting employees' needs, promoting employees' sense of achievement, and their participation in planning and decision making.