Module Description: Leadership and Management in Nursing

Module designation	Course Module
Semester(s) in which the module is taught	VI
Person responsible for the module	- Rini Rachmawaty, S.Kep., Ns., MN, PhD - Indra Gaffar, S.Kep.,Ns.,M.Kep - Andi Baso Tombong, S.Kep.,Ns.,M.ANP - Paridah Lairing, S.Kep., Ns., M.Kep - Ikar Swito, S.Kep.,Ns., MARS
Language	Mixed, Indonesian and English
Relation to Curriculum	This course is a compulsory course and offered in the 6th semester.
Teaching Methods	Teaching methods used in this course are: - Lecture (i.e., Small Group Discussion, Role-Play & Simulation Problem Based Learning, Focus Group Discussion, Discovery Learning, Self-Directed Learning, Cooperative Learning, Collaborative Learning, Contextual Learning, Project Based Learning, Case Study, and Video-Based Learning) - Structured assignments (i.e., Analytic Paper and Reflective Paper) - Practice in Nursing Laboratory (i.e., Clinical Skill Lab) - Team based project during Clinical Fieldwork (i.e., Field Observation) The class size for lecture is approximately 50 students, while for clinical skill lab is about 15 -20 students for each lecturer and clinical field work is about 7 – 10 students for each lecturer. Contact hours for lecture is 40 hours, assignments are 48 hours, private study are 48 hours and practice are 45,3 hours.
Workload (incl. contact hours, self-study hours)	For this course, students are required to meet a minimum of 181,33 hours in one semester, which consist of: - 40 hours for lecture (1,33 ECTS) - 48 hours for structured assignments (1,6 ECTS) - 48 hours for private study (1,6 ECTS) - 45,3 hours for clinical fieldwork (1,51 ECTS)
Credit points	4 credit points (equivalent with 6.04 ECTS)
Required and recommended prerequisites for joining the module	Students must have passed all core nursing courses

Module objectives/intended learning outcomes	After completing the course and given Leadership and Management in Nursing case: **Knowledge:** **CLO1:** Students will be able to examine theories and types of leadership; roles and principles of nursing management; conceptual theory, and process of change **(K)** **Skill:** **CLO2:** Students will be able to apply the process of nursing care and management at the ward level **(S).** **Competence:** **CLO3:** Students will able to apply the processes or functions of nursing management, especially organizing, manpower, directing, and controlling in the management of an inpatient room in a hospital **(C1).** **CLO4:** Students are able to evaluate the implementation of the Professional Nursing Practice Model (MPKP) at the ward level at the hospital. **(C2)** **Attitude:** **CLO5:** Students will able to apply strategies to manage conflicts that have the potential to occur between health workers at the ward level **(A)**
Content	Students will learn about: - Introduction to Nursing Management Course: Application of Management Functions in Nursing - Concepts, Theories, and Change Processes - Theories, Concepts, and Basic Principles of Leadership in Nursing; Leadership Styles; Application of Leadership-Management Theories, Concepts, and Principles in the Ward - Basic Concepts, Objectives, Requirements, and Components of Planning; Types of Planning Prepared by the Head Nurse; Process of Developing Management Problem-Solving Plans; Planning in the Management of Nursing Care and Services in the Ward According to National and International Hospital Accreditation Standards - Introduction to Financial Management and Budgeting; Introduction to Health Insurance (e.g., BPJS) - Basic Concepts, Objectives, and Principles of Organizing; Various Types of Organizational Structures in Nursing; Differences in Organizational Culture and Climate; Implementation of Nursing Organization in the Ward - Basic Concepts, Principles, and Objectives of Staffing; Variables Affecting Staffing (Including Patient Acuity); Methods of Calculating Staff Numbers per Shift; Allocation and Scheduling of Nursing Staff in Each Shift; Effective Staff Quality Improvement According to Accreditation Standards; Types of Assignment Methods in the Ward; BOR, LOS, TOI - Concepts and Applications of the Professional Nursing Practice Model (PNPM); Professional Nursing Care Delivery System (PNCDS) - Basic Concepts and Objectives of Directing; Activities of Nurse Managers in the Directing Function; Practical Implementation of

	Directing by Head Nurses According to Accreditation Standards; Implementation of Delegation in the Ward - Basic Concepts and Objectives of Controlling; Dimensions of Quality of Care; Role-Playing MPKP Implementation (Create a Video); Types of Ward Control; Process of Maintaining the Quality of Nursing Care in the Ward; Health Quality Organizations; Quality Indicators of Nursing Care - Types of Conflicts in the Ward; Stages of Conflict; Conflict Management Techniques in Ward Management - Time and Stress Management - Management and Workflow Regulation in Patient Care Implementation in Hospital Settings - Advocacy for Hospital Management in the Effectiveness and Efficiency of Patient Care and Recovery Processes - Intrapersonal Adaptation and Emotion Management in Handling Burnout for Nurses in Hospital Settings
Examination forms	Written exam: Multiple Choice Questions using Vignettes
Study and examination requirements	**Study and examination requirements:** - Students must attend 15 minutes before the class starts. - Students must inform the lecturer if they will not attend the class due to sickness, etc. - Students must submit all class assignments before the deadline. - Students must attend the exam to get final grade.
Reading list	1. Adair, J. (2006). *Leadership and Motivation.* London, GBR: Kogan Page, Limited. 2. Amalina, S.F., **Rachmawaty, R.,** Ilkafah, I., & Erfina, E. (2020). Patient experiences of nurse caring behaviors based on Swanson's theory in Indonesian hospital. *Enfermería Clínica*, *30*(Supplement 2), 332-336. 3. Amin, A., **Rachmawaty, R.,** Tahir, T., & Musmulyono, M. (2021). Evaluation of quality of life-based on the length of use and the number of stents of post percutaneous coronary intervention (PCI) patients. Enfermería Clínica, 31, S653–S657. https://doi.org/10.1016/j.enfcli.2021.07.012 4. Cahyani, I. G., **Rachmawaty, R**., Ilkafah, I., & Erfina, E. (2021). Cancer patient's experiences towards nurse's caring demeanor based on Watson's theory: A qualitative study. Enfermería Clínica, 31, S672–S676. https://doi.org/10.1016/j.enfcli.2021.09.002 5. Chassin, M. R. & Becher, E. C. (2002). The Wrong Patient. *Ann Intern Med*, *136*(11), 826-833. 6. Coben, J. H., Owens, P. L., Steiner, C. A., & Crocco, T. J. (2008) Hospital and demographic influences on the disposition of transient ischemic attack. *Academic Emergency Medicine*, *15*, 171–176. 7. Goleman, D. (2000). Leadership that gets results. *Harvard Business Review*, *78*(2), 78-90. 8. Haslinda, H., **Rachmawaty, R**., & Saleh, A. (2021). Strategies to improve patients' involvement in achieving patient safety goals: A literature review. *Enfermería Clínica*, 31, S609–S613. https://doi.org/10.1016/j.enfcli.2021.07.002 9. Harris, M.G & Associates. (2006). *Managing health services: Concepts and practice (2nd ed.).* Australia: Elsevier. 10. Hijrah, H., Saleh, A., & **Rachmawaty, R.** (2022). Efektivitas jalur klinis terintegrasi terhadap lama hari rawat dan biaya pada pasien pasca operasi: Tinjauan literatur. *Jurnal Ilmiah Keperawatan*

(Scientific Journal of Nursing), *8*(1), 1-5. https://doi.org/10.33023/jikep.v8i1.787
11. Huber, D. (2010). *Leadership and nursing care management* (4th ed.). Philadelphia: W.B. Saunders.
12. Jha, A. K., DesRoches, C. M., Kralovec, P. D. & Maulik S. Joshi, M. S. (2010). A progress report on electronic health records in U.S. hospitals. *Health Affairs*, *29*(10), 1951-1957.
13. Keputusan Menteri Kesehatan Republik Indonesia tentang Standar Akreditasi Rumah Sakit, Nomor HK.01.07/MENKES/1128 (2022). https://yankes.kemkes.go.id/unduhan/fileunduhan_1654499045_682777.pdf
14. Marquis, B. L., & Huston, C. J. (2012). *Leadership roles & management functions in nursing: Theory & Application* (7th ed., p. 642). Philadelphia: Lippincott Williams & Wilkins.
15. Peraturan Menteri Kesehatan Republik Indonesia tentang Indikator Nasional Mutu Pelayanan Kesehatan Tempat Praktik Mandiri Dokter Dan Dokter Gigi, Klinik, Pusat Kesehatan Masyarakat, Rumah Sakit, Laboratorium Kesehatan, Dan Unit Transfusi Darah, Nomor 30 (2022). http://hukor.kemkes.go.id/uploads/produk_hukum/PMK_No__30_Th_2022_ttg_Indikator_Nasional_Mutu_Pelayanan_Kesehatan_Tempat_Praktik_Mandiri_Dokter_dan_Dokter_Gigi,_Klinik,_Puskesmas,_RS,_Labkes,_dan_Unit_Transfusi_Darah-signed.pdf
16. Peraturan Menteri Kesehatan Republik Indonesia tentang Akreditasi Rumah Sakit, Nomor 12 (2020). https://peraturan.bpk.go.id/Home/Details/152511/permenkes-no-12-tahun-2020#:~:text=Permenkes%20No.%2012%20Tahun%202020%20tentang%20Akreditasi%20Rumah,Kesehatan%20Nomor%2012%20Tahun%202020%20Akreditasi%20Rumah%20Sakit
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18. **Rachmawaty, R.,** Sinrang, A. W., Wahyudin, E., & Bukhari, A. (2021a). Evaluation of health care quality among insured patients in Indonesian mother & child hospital: A secondary data analysis. *Gaceta Sanitaria*, 35, S613–S618. https://doi.org/10.1016/j.gaceta.2021.10.100
19. **Rachmawaty, R.**, Wahyudin, E., Bukhari, A., & Sinrang, A. W. (2022). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway: Lima Jenis Penyakit*. Makassar: Unhas Press.
20. **Rachmawaty, R**., Ilkafah, Novianty, D., Rif'atunnisa, Agustin, S., Haerana, S. (2017). *Buku Putih Area Keperawatan Penyakit Dalam dalam Buku Putih 33 Area Keperawatan (Jilid 2)*, pp. 314-348. PT. Isam Cahaya Indonesia.
21. **Rachmawaty, R**., Ilkafah, Syahrul, Pailungan, F. Y. (2018). *Program Pendampingan Keluarga dalam Mencegah Cegah Konstipasi Melalui Masase Abdomen Pada Pasien Stroke di Rumah*. PT. Isam Cahaya Indonesia.
22. **Rachmawaty, R.,** Kadar, K. S., & Badrin, N. N. (2019). *Instrumen Kepuasan Pasien Terhadap Perilaku Caring perawat.* HAKI granted. Unpublished.

23. **Rachmawaty, R**., Syahrul, & Supri, A. (2019). *Sistem Informasi Penilaian Kinerja Perawat Berbasis Kewenangan Klinis Keperawatan (SIMPKP)*. HAKI granted. Unpublished.
24. **Rachmawaty, R.,** Erika, K. A., & Tamher, S. (2020a). *Instrumen Sensus Harian Terintegrasi (SERASI) SNARS 2018 di Ruang Rawat Inap.* HAKI granted. Unpublished.
25. **Rachmawaty, R.,** Saleh, A., & Haslinda (2020b). *Instrumen Penilaian Patient Safety dari Perspektif Pasien.* HAKI granted. Unpublished.
26. **Rachmawaty, R**., et al (2021b). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Penyakit Paru Obstruktif Kronik (PPOK)*. HAKI granted. Unpublished.
27. **Rachmawaty, R.,** et al (2021c). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway TBC Paru*. HAKI granted. Unpublished.
28. **Rachmawaty, R**., et al (2021d). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Demam Tifoid*. HAKI granted. Unpublished.
29. **Rachmawaty, R**., et al (2021e). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Dyspepsia*. HAKI granted. Unpublished.
30. **Rachmawaty, R.,** et al (2021f). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Pneumonia*. HAKI granted. Unpublished.
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32. **Rachmawaty, R**., Hamid, F., **Gaffar, I.** ., **Tombong, A. B.,** Razak, P. N. A., & Angraini, F. (2023). Edukasi Patient Safety pada Pasien dan Keluarga Pasien di Instalasi Poliklinik Rumah Sakit Umum Daerah Sayang Rakyat Kota Makassar: Patient Safety Education for Patients and Their Families in the Polyclinic Installation of Sayang Rakyat General Hospital, Makassar city. Poltekita: Jurnal Pengabdian Masyarakat, 4(2), 317–328. https://doi.org/10.33860/pjpm.v4i2.1703
33. **Rachmawaty, R**., Hamid, F., **Gaffar, I., Tombong, A. B.,** Razak, P. N. A., & Angraini, F. (2022). Edukasi Patient Safety. https://youtu.be/ulwy_ndSV10 Accessed on August 22, 2022.
34. Setyowati, A. (a.a). *Analisa kebutuhan tenaga perawatan di rumah sakit.* http://www.scribd.com/doc/8537398/Analisis-Kebutuhan-Tenaga-Perawatan-Rumah-Sakit.
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36. Shannon S. E., Mitchell, P. H., & Cain, K. C. (2002). Patients, nurses, and physicians have differing views of quality of critical care. *Journal of Nursing Scholarship*, *34*(2), 173-179.
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Cluster of Competence	Nursing Management
Forms of Assessment	- Group presentation (12%) - OSCE Activity Roleplay in the Professional Nursing Practice Model (MPKP) (10%) - Case-based learning: Analytic Paper (10%) - Case-based learning: Reflective Paper (20%) - Case-based learning: Presentation of Reflections on Field Practice Results (20%) - Written exam (28%)
Date of last amendment made	December 2024

Course Learning Outcome Assessment of Learning Outcomes for Course Modules

Course Module Name : Leadership and Management in Nursing
Code : 21R01131304
Semester : VI
Person responsible for the module : Rini Rachmawaty, S.Kep., Ns., MN, PhD
Lecturers :

1. Indra Gaffar, S.Kep.,Ns.,M.Kep
2. Andi Baso Tombong, S.Kep.,Ns.,M.ANP
3. Paridah Lairing, S.Kep., Ns., M.Kep
4. Ikar Swito, S.Kep.,Ns., MARS

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
1	**Knowledge (K1):** Mastering nursing science, information systems and health technology to carry out nursing care based on a research evidence-based nursing	After completing the course and given with a maternity nursing case, students will be: **CLO1:** Students are able to differentiate various theories, leadership	• **Formative:** Activeness in discussions • **Summative:** Ability to conduct presentations	• Introduction • Syllabus Explanation • Introduction to Nursing Management Course: Application of Management Functions in Nursing	Lecture Guided Learning: Group Investigation, Small Group Discussion (SGD), Independent Learning: Pre-class Readings & Summary, and	**Class participation** **Group Presentation** **Written exam**	**Rubric for Multiple Choice Questions** - Scored 1, if the answer is correct. - Scored 0, if the answe	1. Huber, D. (2010). *Leadership and nursing care management* (4th ed.). Philadelphia: W.B. Saunders. 2. Goleman, D. (2000). Leadership that gets results. *Harvard Business Review*, *78*(2), 78-90. 3. Marquis, B. L., & Huston, C. J. (2012). *Leadership roles & management functions in nursing: Theory & Application* (7th ed., p. 642). Philadelphia: Lippincott Williams & Wilkins.

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	process approach (Communicator, Health Educator & Promoter, Care Provider, Manager and Leader, Researcher).	types, roles, and functions of nursing management, as well as concepts, theories, and change processes in the management of nursing care		● Concepts, Theories, and Change Processes ● Theories, Concepts, and Basic Principles of Leadership in Nursing ● Leadership Styles: Differences and Their Applications ● Application of Leadership-Management Theories, Concepts, and Principles in the Ward	Structured Assignments: Collaborative Learning (Group Investigation)		r is wrong. Final grade= Total corrected items divided by total items multiply 100.	

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
2, 3, 4	**Skill (S2)** Have work needs and entrepreneurial skills in the fields of expenditure and health that are able to compete nationally and globally.	**Skill: CLO2:** Students will be able to apply process of nursing care and management at the ward level.	• **Formative:** Activeness in discussions • **Summative:** Ability to conduct presentations a.	• Basic concepts, objectives, requirements, and components of planning. • Types of planning prepared by the head of the inpatient unit. • Process of developing a management problem-solving plan. • Planning in nursing care management in inpatient	Lecture Guided Learning: Group Investigation, Small Group Discussion (SGD), Independent Learning: Pre-class Readings & Summary, and Structured Assignments: Collaborative Learning (Group Investigation)	**Class participation Group Presentation Written exam:** Multiple Choice Questions using Vignettes. **Analytic paper**	**Rubric for Multiple Choice Quesions**	1. Huber, D. (2010). *Leadership and nursing care management* (4th ed.). Philadelphia: W.B. Saunders. 2. Keputusan Menteri Kesehatan Republik Indonesia tentang Standar Akreditasi Rumah Sakit, Nomor HK.01.07/MENKES/1128 (2022). https://yankes.kemkes.go.id/unduhan/fileunduhan_1654499045_682777.pdf 3. Marquis, B. L., & Huston, C. J. (2012). *Leadership roles & management functions in nursing: Theory & Application* (7th ed., p. 642). Philadelphia: Lippincott Williams & Wilkins. 4. Peraturan Menteri Kesehatan Republik Indonesia tentang Indikator Nasional Mutu Pelayanan Kesehatan Tempat Praktik Mandiri Dokter Dan Dokter Gigi, Klinik, Pusat Kesehatan Masyarakat, Rumah Sakit, Laboratorium Kesehatan, Dan Unit Transfusi Darah, Nomor 30 (2022). 5. Rachmawaty, R., Ilkafah, Novianty, D., Rif'atunnisa, Agustin, S., Haerana, S. (2017). *Buku Putih Area Keperawatan Penyakit Dalam dalam Buku Putih 33 Area Keperawatan (Jilid 2)*, pp. 314-348. PT. Isam Cahaya Indonesia. 6. Rachmawaty, R., Kadar, K. S., & Badrin, N. N. (2019). *Instrumen Kepuasan Pasien Terhadap Perilaku Caring perawat.* HAKI granted. Unpublished. 7. Rara, A. R., **Rachmawaty, R**., & Irwan, A. M. (2021). Kualitas Pelayanan Kesehatan pada Ibu dan Anak sebagai Penerima Manfaat UHC: Literatur Review. *Jurnal Keperawatan*, 13(1), 113-122.

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
				units in accordance with national and international accreditation standards. ● Introduction to financial management and budgeting. ● Introduction to health insurance (e.g., BPJS). ● Basic concepts, objectives, and principles of organization.				**8.** Subur, S., **Rachmawaty, R**., Saleh, A. (2022). Efektivitas penerapan pay-for-performance pada asuransi kesehatan di negara-negara Asia: literature review. *Care: Jurnal Ilmiah Ilmu Kesehatan*, *10* (1), 64-74.

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
				• Various types of organizational structures in nursing. • Differences in organizational culture and climate. • Implementation of nursing organization in inpatient units: clinical authority and nursing career levels.				

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
5, 6, 7, 8, 9, 10, 11	**Competence (C1):** Able to manage comprehensive and continuous nursing care that ensures client safety (patient safety) based on research results according to nursing care standards in all areas of nursing according to their authority, especially diseases that are common in Indonesia	**Competence:** **CLO3:** Students will able to apply the processes or functions of nursing management, especially organizing, manpower, directing, and controlling in the management of an inpatient room in a hospital **(C1).**	• **Formative:** Activeness in discussions • **Summative:** Ability to conduct presentations •	• Intrapersonal adaptation and emotional management in handling nurse burnout in hospital settings. • Basic concepts, principles, and objectives of staffing. • Variables affecting staffing (including patient acuity). • Methods for calculating the number of	Lecture Guided Learning: Group Investigation, Small Group Discussion (SGD), Independent Learning: Pre-class Readings & Summary, and Structured Assignments: Collaborative Learning (Group Investigation), Practice of Making a Video for OSCE	**Written exam:** Multiple Choice Questions using Vignettes. **Assignment:** Analytic Papers **OSCE:** - **Role Play & Simulation:** - Implementing MPKP Activities (Create Video): - Operant/ Weigh Receive - Pre Conference - Orientation for new patients and families	**Rubric for Multiple Choice Quesions Rubric for Paper Rubric for Clinical Skill Lab Observation**	1. Amalina, S.F., **Rachmawaty, R.,** Ilkafah, I., & Erfina, E. (2020). Patient experiences of nurse caring behaviors based on Swanson's theory in Indonesian hospital. *Enfermería Clínica*, *30*(Supplement 2), 332-336. 2. Amin, A., **Rachmawaty, R.,** Tahir, T., & Musmulyono, M. (2021). Evaluation of quality of life-based on the length of use and the number of stents of post percutaneous coronary intervention (PCI) patients. Enfermería Clínica, 31, S653–S657. https://doi.org/10.1016/j.enfcli.2021.07.012 3. Cahyani, I. G., **Rachmawaty, R**., Ilkafah, I., & Erfina, E. (2021). Cancer patient's experiences towards nurse's caring demeanor based on Watson's theory: A qualitative study. Enfermería Clínica, 31, S672–S676. https://doi.org/10.1016/j.enfcli.2021.09.002 4. Chassin, M. R. & Becher, E. C. (2002). The Wrong Patient. *Ann Intern Med*, *136*(11), 826-833. 5. Coben, J. H., Owens, P. L., Steiner, C. A., & Crocco, T. J. (2008) Hospital and demographic influences on the disposition of transient ischemic attack. *Academic Emergency Medicine*, *15*, 171–176. 6. Haslinda, H., **Rachmawaty, R**., & Saleh, A. (2021). Strategies to improve patients' involvement in achieving patient safety goals: A literature review. *Enfermería Clínica*, 31, S609–S613. https://doi.org/10.1016/j.enfcli.2021.07.002 7. Harris, M.G & Associates. (2006). *Managing health services: Concepts and practice (2nd ed.).* Australia: Elsevier.

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
	as a tropical and maritime country through lifelong learning (Health Educator & Promoter, Care Provider, Manager and Leader, Researcher).			staff per shift. ● Allocation and scheduling of nursing staff for each shift. ● Effective staff quality improvement in accordance with accreditation standards. ● Types of assignment methods in inpatient units. ● BOR , LOS, TOI ● Concept and Application of the	Assessment,	- Nursing rounds - Seminars /case discussions Post Conference		8. Keputusan Menteri Kesehatan Republik Indonesia tentang Standar Akreditasi Rumah Sakit, Nomor HK.01.07/MENKES/1128 (2022). https://yankes.kemkes.go.id/unduhan/fileunduhan_1654499045_682777.pdf 9. Marquis, B. L., & Huston, C. J. (2012). *Leadership roles & management functions in nursing: Theory & Application* (7th ed., p. 642). Philadelphia: Lippincott Williams & Wilkins. 10. Peraturan Menteri Kesehatan Republik Indonesia tentang Indikator Nasional Mutu Pelayanan Kesehatan Tempat Praktik Mandiri Dokter Dan Dokter Gigi, Klinik, Pusat Kesehatan Masyarakat, Rumah Sakit, Laboratorium Kesehatan, Dan Unit Transfusi Darah, Nomor 30 (2022). 11. Peraturan Menteri Kesehatan Republik Indonesia tentang Akreditasi Rumah Sakit, Nomor 12 (2020). 12. **Rachmawaty, R.**, Wahyudin, E., Bukhari, A., & Sinrang, A. W. (2022). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway: Lima Jenis Penyakit*. Makassar: Unhas Press. 13. **Rachmawaty, R**., et al (2021b). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Penyakit Paru Obstruktif Kronik (PPOK)*. HAKI granted. Unpublished. 14. **Rachmawaty, R.,** et al (2021c). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian &*

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
				Professional Nursing Practice Model (PNPM). ● Implementing PNPM Activities ● Basic concepts and objectives of directing. ● Nurse manager activities in the directing function. ● Indicators of effective directing. ● Steps for inpatient unit supervision.				*Integrated Clinical Pathway TBC Paru*. HAKI granted. Unpublished. 15. **Rachmawaty, R**., et al (2021d). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Demam Tifoid*. HAKI granted. Unpublished. 16. **Rachmawaty, R**., et al (2021e). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Dyspepsia*. HAKI granted. Unpublished. 17. **Rachmawaty, R.,** et al (2021f). *Panduan Praktik Klinis, Panduan Asuhan Keperawatan, Panduan Asuhan Gizi, Panduan Asuhan Kefarmasian & Integrated Clinical Pathway Pneumonia*. HAKI granted. Unpublished. 18. **Rachmawaty, R**., Hamid, F., **Gaffar, I.** ., **Tombong, A. B.,** Razak, P. N. A., & Angraini, F. (2023). Edukasi Patient Safety pada Pasien dan Keluarga Pasien di Instalasi Poliklinik Rumah Sakit Umum Daerah Sayang Rakyat Kota Makassar: Patient Safety Education for Patients and Their Families in the Polyclinic Installation of Sayang Rakyat General Hospital, Makassar city. Poltekita: Jurnal Pengabdian Masyarakat, 4(2), 317–328. https://doi.org/10.33860/pjpm.v4i2.1703 19. **Rachmawaty, R**., Hamid, F., **Gaffar, I., Tombong, A. B.,** Razak, P. N. A., & Angraini, F. (2022). Edukasi Patient Safety. https://youtu.be/ulwy_ndSV10 Accessed on August 22, 2022.

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
				• Head nurse's directing practices according to accreditation standards. • Implementation of delegation in the inpatient unit. • Basic concepts and objectives of control. • Dimensions of quality of care. • Types of inpatient unit control. • Process of maintaining the				20. Setyowati, A. (a.a). *Analisa kebutuhan tenaga perawatan di rumah sakit.* http://www.scribd.com/doc/8537398/Analisis-Kebutuhan-Tenaga-Perawatan-Rumah-Sakit. 21. Shaffer, F. A. (2009). Nursing leadership's responsibility for patient quality, safety, and satisfaction. *Nurse Leader,* 7(3), 34-43. 22. Shannon S. E., Mitchell, P. H., & Cain, K. C. (2002). Patients, nurses, and physicians have differing views of quality of critical care. *Journal of Nursing Scholarship*, *34*(2), 173-179. 23. Shulkin, D. J. (2008). Like night and day- shedding light on off-hours care. *New England Journal of Medicine*, *358*, 2091- 2093. 24. Sitorus, R. (2006). *Model praktik keperawatan profesional di rumah sakit: penataan struktur & proses (sistem) pemberian asuhan keperawatan di ruang rawat*. Jakarta: EGC. 25. Sitorus, R. (2004). *Modifikasi keperawatan primer sebagai suatu metoda pemberian asuhan keperawatan pada praktek keperawatan profesional.* Materi Semiloka III. Jakarta: Panitia Semiloka MPKP FIK-UI. 26. Sullivan, E. J. & Decker, P. J. (2009). *Effective leadership and management in nursing* (7th ed.). New Jersey: Pearson Education, Inc. 27. Tamher, S. D., **Rachmawaty, R.,** & Erika, K. A. (2021). The effectiveness of Plan Do Check Act (PDCA) method implementation in improving nursing care quality: A systematic review. *Enfermeria Clinica*, 31, S627–S631.

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
				quality of nursing care in the inpatient unit. ● The quality indicators of nursing care can be based on Permenkes				https://doi.org/https://doi.org/10.1016/j.enfcli.2021.07.006 28. Wulandari, A. R. C., **Rachmawaty, R**., Ilkafah, I., & Erfina, E. (2021). Patient satisfaction towards healthcare quality in Indonesian Public Hospital. *Enfermería Clínica*, 31, S745–S750. https://doi.org/10.1016/j.enfcli.2021.09.006

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
12	**Competence (C3):** Able to manage nursing and health service systems according to their authority and responsibility through collaboration with fellow nurses and collaboration with other health teams and community groups to reduce morbidity, improve quality of life and a healthy	**CLO5:** Students are able to evaluate the implementation of the Professional Nursing Practice Model (MPKP) at the ward level at the hospital. **(C2)**	• **Formative:** Activeness in discussions • **Summative:** Ability to conduct presentations •	• Types of Conflicts in the Inpatient Ward • Stages of Conflict • Conflict Management Techniques in Ward Management • Time and Stress Management	Lecture Guided Learning: Group Investigation, Small Group Discussion (SGD), Independent Learning: Pre-class Readings & Summary	**Written exam:** Multiple Choice Questions using Vignettes. **Assignment**: - MPKP implementation report at Hospital Pretentation (Reflection on Field Practice Results)	**Rubric for paper Rubric for group presentation**	1. Huber, D. (2010). *Leadership and nursing care management* (4th ed.). Philadelphia: W.B. Saunders. 29. Marquis, B. L., & Huston, C. J. (2012). *Leadership roles & management functions in nursing: Theory & Application* (7th ed., p. 642). Philadelphia: Lippincott

Week / Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Topic	Learning Methode	List of Assessments	List of Rubrics	Reading list
	environment (Manager and Leader).							

Proportion of Assessment Aspects According to the Course Learning Outcomes

No	Code	CLO	Sub CLO	Learning Methods	Evaluation Methods				
					Participatory Analysis	Project result	Assignment (Case-based)	Quiz	Weights
1	K	CLO 1	Sub CLO 1	*Pre-class reading & summary, lectures, Group Investigation, small group discussion (SGD) Pre-class reading & summary, lectures, Group Investigation, SGD*	Group presentations (2%)			MCQ Test (4%)	**6%**
2	S	CLO 2	Sub CLO 2	*Pre-class reading & summary, lectures, Group Investigation, SGD*	Group presentations (4%)			MCQ Test (6%)	**10%**
3	C1	CLO 3	Sub CLO 3	*Pre-class reading & summary, lectures, Group Investigation, SGD, Case based learning*	Group presentations (4%)		Analytic Paper (10%)	MCQ Test (1%)	**30%**
			Sub CLO 4	*Pre-class reading & summary, lectures, Group Investigation, SGD, video-based learning, case-based learning*				MCQ Test (2%)	
			Sub CLO 5	*Role play & Simulation*				OSCE (10%)	
			Sub CLO 6	*Pre-class reading & summary, lectures, Group Investigation, SGD, video-based learning, case-based learning*				MCQ Test (1%)	
			Sub CLO 7	*Pre-class reading & summary, lectures, Group*				MCQ Test (2%)	

No	Code	CLO	Sub CLO	Learning Methods	Evaluation Methods				
					Participatory Analysis	**Project result**	**Assignment (Case-based)**	**Quiz**	**Weights**
				Investigation, SGD, case-based learning					
4	A	CLO 4	Sub CLO 8	*Clinical Early Exposure.*	Group presentations (2%)		Reflective paper (20%)	MCQ Test (6%)	**28%**
5	C3	CLO 5	Sub CLO 9	*Pre-class reading & summary, lectures, Group Investigation, small group discussion (SGD)*			Presentation of Reflections on Field Practice Results (20%)	MCQ Test (6%)	**26%**
	Total				**12%**	**-**	**50%**	**38%**	**100**

Example of Written Test Exam

1. A head nurse supervises the nurse in the ward. Currently, they have arrived at the stage of agreeing the supervision implementation schedule and the patients who will be involved in the activity.
   What is the management function that is being carried out by the head nurse and the implementing nurse? **(CLO1)**
   A. *Planning*
   B. *Organizing*
   C. *Actuating*
   D. *Controlling*
   E. *Evaluating*

2. A nurse in the operating room is a nurse who has just graduated from a nursing degree. During work, the nurse considers many policies that are less strict and are applied by the head nurse such as making official schedules. The nurse often gives opinions during regular meetings in the room. The head nurse did not like the nurse and delegated a lot of work. What is the cause of the ineffectiveness of the delegation? **(CLO2)**
   A. Under delegation
   B. Over delegation
   C. Improper delegation
   D. Errors in the time of assignment, the right person
   E. Assignments given and reasons of delegation are just based on like/dislike factors

3. Occupancy Rate (BOR) in a digestive surgery ward with 25 beds was 87% last year. A Head nurse will conduct a patient safety survey. He will be assisted by 10 nursing nurses and conduct a pre-conference to discuss indicators of patient safety that they must prepare and must do.
   What is one of the patient safety indicators that the team must prepare and study to improve the quality of nursing care? **(CLO3)**
   A. Patient satisfaction
   B. Patient comfort
   C. Errors in drug administration
   D. New patient admission
   E. Discharge planning for each patient

4. An associate nurse feels uncomfortable with the leadership pattern of the team leader. According to him, the performance of the team leader is good, it's just that the relationship between humans is shown to make it uncomfortable if you must communicate longer.
   What is the most appropriate action taken by the nurse? **(CLO4)**
   A. Ask for input from a teammate about the actions he should do.
   B. Avoid meeting with the team leader unless forced.
   C. Discuss the matter with the head of the room.
   D. Convey the problem to the team leader.
   E. Conduct self-evaluation

5. An executive nurse complained about the lame division of patients by primary nurses. The nurse felt she was always burdened to the patients with partial dependency levels which were always more than other team members. The primary nurse said this was done because he believed the nurse could solve it well.
   What should the nurse do? **(CLO5)**
   A. Improve work performance.
   B. Convey complaints to primary nurses.

C. Report problem to the head of room
D. Receive trust which given by primary nurse.
E. Request to primary nurse to be able to act more justly.

6. Cempaka room is a room with implementation of MPKP plans in providing nursing care. The head nurse was an educated Ners with experience. What is the MPKP level in the room? **(CLO5)**
   A. Beginner
   B. Level I
   C. Level II
   D. Level III
   E. Level IV

B. Avoid meeting with the team leader unless forced
C. Discuss the matter with the head of the room
D. Convey the problem to the team leader
E. Conduct self-evaluation

6. Cempaka room is a room with implemention of MPKP plans in providing nursing care. The head nurse was an educated Ners with experience. What is the MPKP level in the room? **(CLO6)**
   A. Beginner
   B. Level I
   C. Level II
   D. Level III
   E. Tingkat IV