

Module Description : Nursing Leadership and Management Interenship

Module name	Course Module
Semester(s) in which the module is taught	II
Person responsible for the module	1. Abdul Majid, M.Kep., Ns., Sp.Kep.MB (Coordinator) 2. Prof. Dr. Elly L. Sjattar, S.Kp., M.Kes 3. Prof. Dr. Ariyanti Saleh, S.Kp. , M.Kes 4. Rini Rachmawaty, S.Kep., Ns., MN., PhD 5. Kusri S Kadar, S.Kp., MN., Ph.D 6. Dr. Erfina, S.Kep., Ns., M.Kep 7. Dr. Suni Hariati, S.Kep., Ns., M.Kep 8. Nurmaulid, S.Kep., Ns., M.Kep 9. Andi Baso Tombong, S.Kep., Ns., MANP
Language	Mixed, Indonesian and English
Relation to Curriculum	This course is a compulsory course and offered in the 2 nd semester.
Teaching Methods	Teaching methods used in this course are: 1. Field learning process using an approach Adult Learner. 2. Making a learning contract. 3. Seminar (results of studies, problems, action plans and implementation results and evaluation). 4. Preparation of Nursing Leadership and Management Internship Reports stage First and Nursing Leadership and Management Internship Report second stage The class size for lecture is approximately 100 students, therefore there are 7-11 students for each lecturer Clinical fieldwork is 93,33 hours.
Workload (incl. contact hours, self-study hours)	For this course, students are required to meet a minimum of 93,33 hours for clinical fieldwork.
Credit points	2 credit points (equivalent with 3,73 ECTS)
Requirements according to the examination regulations	This course requires students to pass the courses: Philosophy of Science, Science In Nursing, Ethics and Law in Nursing, Evidence Based Practice, Nursing Service Management, Nursing Informatics, Nursing Leadership and Management, Strategic Management and Quality and Safety Management
Recommended prerequisites	
Module objectives/intended learning outcomes	After completing the Nursing Management Clinical Practice, students will be: Knowledge CLO1: Able to apply nursing concepts and theories in the context of nursing management in a health service system that has faith in the Almighty God, has integrity and has a culturally sensitive attitude in accordance with the ethical and legal principles of nursing with the spirit of Pancasila (K1)

	Skill CLO6: Capable make decisions and solve nursing problems and implementing the direction management function in increasing the effectiveness and efficiency of program implementation in the hospital service setting based on health service needs and problems related to nursing leadership and management based on independent analysis of real situations in hospitals (S1). Competence CLO2: Capable of the rules, principles and techniques of cross-functional communication, organizational levels and culture in identifying nursing management problems in the health service system and expressing them in the form of a scientific synthesis. (C2). CLO3: Able to identify nursing management problems and use the results of research in the field of nursing management in making decisions and resolving problems in health service settings in hospitals and developing these services based on analysis of real situations in hospitals (C5). CLO4: Able to apply the planning management function in identifying nursing management problems according to health service needs and problems related to nursing leadership and management based on analysis of real situations in hospitals (C3). CLO5: Able to apply management functions in managing nursing resources according to analysis of real nursing management situations so as to improve the quality of nursing care and services in hospital service settings related to nursing leadership and management (C1). CLO7: Able to apply control management functions based on needs and problems health services related to nursing leadership and management in ensuring the achievement of quality planning, organizing, implementation and evaluation (C4).
Content	Students will learn about: 1. First stage Nursing Leadership and Management Internship a. Identify related health care needs and problems nursing leadership and management based on analysis of real situations in Hospital where the Nursing Leadership and Management Internship is located. b. Prioritizes shared nursing management needs and issues the hospital where the Leadership and Management Internship is located Nursing. c. Develop alternative goals and plans to fulfill needs and solutions the problem that has been formulated. d. Proposing alternatives to fulfill needs and solving problems nature operational technical and innovation for Hospitals. 2. Second stage Nursing Leadership and Management Internship a. Implementing alternatives to fulfill needs and solving problems agreed with the staff in the Hospital nursing service unit.

	b. Evaluate the implementation of activities on the aspects of input, process, results and impact in nursing management. c. Plan follow-up on the results achieved in the form of maintenance efforts and improve results through collaboration with related units in the Hospital.
Examination forms	- Assessment and Problem Solving Plan (20%) - Implementation of Activity Results (20%) - Innovation (20%) - Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 40%)
Study and examination requirements	Study and examination requirements: - Students must be present 15 minutes before the activity begins, if students are late, they are required to report to the supervisor. - The presence of students during management Nursing Practice must be 100% - Students are not allowed to leave practice site except with the permission of the supervisor - All the assignments and log book must be collected maximum of 1 week after the nursing management practice takes place. The score of late assignments will be reduced by 5% per day. - Students must switch off all electronic devices when shifting. - Students must inform the clinical preceptor and institution preceptor if they will not attend the shift 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. Diennemann, J. A. (1998). Nursing administration: managing patient care. Stanford City : Appleton and Lange. 2. Gillies, DA (1994). Nursing management: a systems approach. 3rd ed. Philadelphia: WB Saunders Company. 3. Grohar – Murray, ME, & Dicroce, HR (1997). Leadership and management in nursing. Stanford City: Appleton and Lange. 4. Huber, D. (2000). Leadership and nursing care management. 2nd ed. Philadelphia: WB Saunders Company. 5. Louveridge, CE, & Cumming, SH (1996). Nursing management in the new paradigm. Gaithersburg, MD: An aspen Publication. 6. Marriner-Tomey & Alligood (2006). Nursing Theorists and Their Works. Sixth Edition. St. Louis: Mosby Elsevier, Inc. 7. Marquis, BL, & Huston, CJ (2000). Leadership role and management function in nursing: theory and application. Philadelphia: JB Lippincott. 8. Marquis, BL, & Huson, CJ (2006). Leadership role and management function in nursing : theory and application. 5 th.ed. Philadelphia: JB Lippincott. 9. Mara, MM, & Casey, C. (1995). Breakthrough leadership. USA : AHA publishers. 10. McCann, J. A. S. (2003). Five keys to successful nursing management. Philadelphia: Lippincott. 11. Peterson, Sandra J. & Bredow, timothy S. (2004). Middle Range Theories; Application to Nursing Research. Philadelphia: Lippincott William & Wilkins. 12. Reed, P. G., Shearer, N. C., & Nicoll, L. H. (2009). Perspectives on Nursing Theory. Fifth Edition. Philadelphia: Lippincott William & Wilkins. 13. Swansburg, R. C. (1996). Management and leadership for nurse managers. 2nd ed. Boston: Jones & Bartlett publishers.

14. Tappen, RM, Weiss, SA, Whitehead, DK (2004). Essentials of nursing leadership and management. 3rd.ed. Philadelphia: F.A. Davis Company.
15. Tomey, A. M. (2006). Nursing theorists and their work. Six Edition. Mosby ; St. Louis. Missouri.
16. Ellis, J.R., & Hartley, C.L. (2008). Nursing in Today's World. Philadelphia: Wolters Kluwer.
17. Marquis, B. L., & Huston, C. (2003). Leadership Roles and Management Functions in Nursing. Philadelphia: Wolters Kluwer.
18. Marquis, B., & Huston, C. (2003). Nursing Leadership and Management, Theory and Applications. Jakarta: EGC Medical Book Publishers.
19. Nursalam. (2011). Nursing Management. Jakarta: Salemba Medika.
20. Sitorus, R., & Panjaitan, R. (2011). Nursing Management: Nursing Management in the Inpatient Room. Jakarta: Sagung Seto.
21. Suarli, & Bahtiar, Y. (2005). Nursing Management with a Clinical Approach. Jakarta: Erlangga.
22. Sullivan, E., & Decker, P. (2001). Effective Leadership and Management in Nursing. New Jersey: Prantice Hall.
23. 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.
24. 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>
25. 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>
26. Chassin, M. R. & Becher, E. C. (2002). The Wrong Patient. *Ann Intern Med*, 136(11), 826-833.
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29. 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>
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32. Huber, D. (2010). *Leadership and nursing care management* (4th ed.). Philadelphia: W.B. Saunders.
33. 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.
34. Decree of the Minister of Health of the Republic of Indonesia concerning Hospital Accreditation Standards, Number HK.01.07/MENKES/1128 (2022). https://yankes.kemkes.go.id/unduhuan/fileunduhuan_1654499045_682777.pdf

35. Marquis, B. L., & Huston, C. J. (2012). *Leadership roles & management functions in nursing: Theory & Application* (7th ed., p. 642). Philadelphia: Lippincott Williams & Wilkins.
36. Regulation of the Minister of Health of the Republic of Indonesia concerning National Indicators of Health Service Quality for Independent Practices of Doctors and Dentists, Clinics, Community Health Centers, Hospitals, Health Laboratories, and Blood Transfusion Units, Number 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
37. Regulation of the Minister of Health of the Republic of Indonesia concerning Hospital Accreditation, Number 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>
38. Government Regulation (PP) concerning the Implementation of the Hospital Sector, Number 47 (2021).
<https://peraturan.bpk.go.id/Home/Details/161982/pp-no-47-tahun-2021>
39. **Rachmawaty, R.**, Kadar, K. S., & Badrin, N. N. (2019). *Patient Satisfaction Instrument on Nurses' Caring Behavior*. IPR granted. Unpublished.
40. **Rachmawaty, R.**, Syahrul, & Supri, A. (2019). *Nursing Clinical Authority-Based Nurse Performance Appraisal Information System (SIPNPM)*. IPR granted. Unpublished.
41. **Rachmawaty, R.**, Erika, K. A., & Tamher, S. (2020a). *SNARS 2018 Integrated Daily Census Instrument (SERASI) in the Inpatient Room*. IPR granted. Unpublished.
42. **Rachmawaty, R.**, Saleh, A., & Haslinda (2020b). *Patient Safety Assessment Instrument from a Patient Perspective*. IPR granted. Unpublished.
43. **Rachmawaty, R.**, et al (2021a). Clinical Practice Guide, Nursing Care Guide, Nutritional Care Guide, Pharmaceutical Care Guide & Integrated Clinical Pathway Pulmonary TB. IPR granted. Unpublished.
44. **Rachmawaty, R.**, et al (2021b). Clinical Practice Guide, Nursing Care Guide, Nutrition Care Guide, Pharmaceutical Care Guide & Integrated Clinical Pathway Typhoid Fever. IPR granted. Unpublished.
45. **Rachmawaty, R.**, et al (2021c). Clinical Practice Guide, Nursing Care Guide, Nutritional Care Guide, Pharmaceutical Care Guide & Integrated Clinical Pathway Dyspepsia. IPR granted. Unpublished.
46. **Rachmawaty, R.**, et al (2021f). Clinical Practice Guide, Nursing Care Guide, Nutritional Care Guide, Pharmaceutical Care Guide & Integrated Clinical Pathway Pneumonia. IPR granted. Unpublished.
47. Rara, A. R., **Rachmawaty, R.**, & Irwan, A. M. (2021). Quality of Health Services for Mothers and Children as UHC Beneficiaries: Literature Review. *Journal of Nursing*, 13(1), 113-122.
48. **Rachmawaty, R.**, Hamid, F., **Gaffar, I.**, **Tombong, A. B.**, Razak, P. N. A., & Angraini, F. (2023). Patient Safety Education for Patients and Their Families in the Polyclinic Installation of Sayang Rakyat General Hospital, Makassar city. *Poltekita: Journal of Community Service*, 4(2), 317-328.
<https://doi.org/10.33860/pjpm.v4i2.1703>
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	50. Setyowati, A. (a.a). <i>Analysis of the needs of care personnel in hospitals</i>. http://www.scribd.com/doc/8537398/Analisis-Kebutuhan-Tenaga-Perawatan-Rumah-Sakit. Additional reference: 51. American Psychological Association. (2020). Publication Manual of the American Psychological Association, Seventh Edition. Washington, DC: The American Psychological Association
Cluster of Competence	Clinical Science and Skills
Forms of Assessment	- Assessment and Problem Solving Plan (20%) - Implementation of Activity Results (20%) - Innovation (20%) - Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 40%)
Date of last amendment made	Juni 2023

Course Learning Outcome Assessment of Learning Outcomes for Course Modules

Course Module Name : Nursing Leadership and Management Interenship
Code : 21R01211802
Semester : II
Person responsible for the module : Prof. Dr. Ariyanti Saleh, S.Kp.,M.Kes
Lecturers :
 - Prof. Dr. Elly L. Sjattar, S.Kp., M.Kes
 - Abdul Majid, M.Kep., Ns., Sp.Kep.MB
 - Rini Rachmawaty, S.Kep., Ns., MN., PhD
 - Kusrini S Kadar, S.Kp., MN., Ph.D
 - Dr. Erfina, S.Kep., Ns., M.Kep
 - Dr. Suni Hariati, S.Kep., Ns., M.Kep
 - Nurmaulid, S.Kep., Ns., M.Kep
 - Andi Baso Tombong, S.Kep.,Ns.,M.ANP

Week/ Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Learning Methode	List of Assessments	List of Rubrics	Reading list
1	Knowledge (K): Students will be able to show attitude with cultural sensitivity based on ethical principles and nursing legal aspects (K).	CLO1: Able to apply nursing concepts and theories in the context of nursing management in a health service system that has faith in the Almighty God, has integrity and has a culturally sensitive attitude in accordance with the	Attendance, Presentation Skills, Active Participation in Discussions, and Engagement in Class Discussions assessed based on the class participation rubric	– Group Presentati on – Lecture – Discussio n	- Problem Identification, Data Analysis, POA - Assessment and Problem Solving Plan (20%)	Assessment and Problem Solving Plan (20%) PAPER PREPARATION EVALUATION FORMAT	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. <i>Enfermeria</i>

Week/ Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Learning Method	List of Assessments	List of Rubrics	Reading list
		ethical and legal principles of nursing with the spirit of Pancasila (K)					<i>Clínica</i> , 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. <i>Enfermería Clínica</i> , 31, S653–S657. https://doi.org/10.1016/j.enfc.2021.07.012
2	Skill (S1): Able to develop logical, critical, systematic and creative thinking through	CLO6: Capablemake decisions and solve nursing problemsand	Attendance, Presentation Skills, Active Participation in	– Group Presentati – Lecture	- Assessment and Problem Solving Plan (20%)	PAPER PREPARATION EVALUATION FORMAT	1. Haslinda, H., Rachmawaty, R. , & Saleh, A. (2021). Strategies to improve

Week/ Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Learning Method	List of Assessments	List of Rubrics	Reading list
	scientific research, compiling scientific conceptions, scientific arguments and study results as well as disseminating the results of thinking through mass media, scientific journals to the academic community and the wider community (S1).	implementing the direction management function in increasing the effectiveness and efficiency of program implementation in the hospital service setting based on health service needs and problems related to nursing leadership and management based on independent analysis of real situations in hospitals (S1).	Discussions, and Engagement in Class Discussions assessed based on the class participation rubric	– Discussion			patients' involvement in achieving patient safety goals: A literature review. <i>Enfermería Clínica</i>, 31, S609–S613. https://doi.org/10.1016/j.enfc.2021.07.002 2. Harris, M.G & Associates. (2006). <i>Managing health services: Concepts and practice (2nd ed.)</i>. Australia: Elsevier.
3	Competence Able to implement ethical, legal and culturally sensitive principles in carrying out roles as researcher, health educator,	CLO2: Capable of the rules, principles and techniques of cross-functional communication, organizational levels and culture in identifying nursing	Attendance, Presentation Skills, Active Participation in Discussions, and Engagement	– Group Presentation – Lecture – Discussion	- Implementation of Activity Results (4%) - Summative Assessment Performance During Nursing Leadership and	Rubric of Summative Assessment Performance During Nursing Leadership and Management Internship	1. Diennemann, J. A. (1998). <i>Nursing administration : managing patient care</i>. Stanford City : Appleton and Lange.

Week/ Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Learning Method	List of Assessments	List of Rubrics	Reading list
	leader and manager and health care provider (C2)	management problems in the health service system and expressing them in the form of a scientific synthesis (C2).	in Class Discussions assessed based on the class participation rubric		Management Internship (Field Mentoring 8%)		2. Gillies, DA (1994). Nursing management: a systems approach. 3rd ed. Philadelphia: WB Saunders Company.
4	Able to develop communication and coordination at individual, organizational and interprofessional levels in academic and non-academic activities (C5)	CLO3: Able to identify nursing management problems and use the results of research in the field of nursing management in making decisions and resolving problems in health service settings in hospitals and developing these services based on analysis of real situations in hospitals (C5).	Attendance, Presentation Skills, Active Participation in Discussions, and Engagement in Class Discussions assessed based on the class participation rubric	– Group Presentation – Lecture – Discussion	- Implementation of Activity Results (4%) - Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)	Rubric of Summative Assessment Performance During Nursing Leadership and Management Internship	1. Marriner-Tomey & Alligood (2006). Nursing Theorists and Their Works. Sixth Edition. St. Louis: Mosby Elsevier, Inc. 2. Marquis, BL, & Huston, CJ (2000). Leadership role and management function in nursing: theory and application. Philadelphia: JB Lippincott.

Week/ Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Learning Method	List of Assessments	List of Rubrics	Reading list
5	Able to develop nursing/health service governance both in clinical and community settings with a management and leadership approach (C3).	CLO4: Able to apply the planning management function in identifying nursing management problems according to health service needs and problems related to nursing leadership and management based on analysis of real situations in hospitals (C3).	Attendance, Presentation Skills, Active Participation in Discussions, and Engagement in Class Discussions assessed based on the class participation rubric	– Case Study – Group Discussion – Lecture	- Implementation of Activity Results (4%) - Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)	Rubric of Summative Assessment Performance During Nursing Leadership and Management Internship	1. Hijrah, H., Saleh, A., & Rachmawaty, R. (2022). Effectiveness of integrated clinical pathways on length of day of care and cost in postoperative patients: A literature review. <i>Scientific Journal of Nursing</i> , 8(1), 1-5. https://doi.org/10.33023/jike.p.v8i1.787
6	Able to develop creative and innovative clinical and community education/learning programs on nursing/health practices and services (C1).	CLO5: Able to apply management functions in managing nursing resources according to analysis of real nursing management situations so as to	Attendance, Presentation Skills, Active Participation in Discussions, and Engagement	– Case Study – Group Discussion – Lecture	- Implementation of Activity Results (4%) - Summative Assessment Performance During Nursing Leadership and	Rubric for Seminar	1. Marquis, B. L., & Huston, C. J. (2012). <i>Leadership roles & management functions in nursing:</i>

Week/ Meeting	Intended Learning Outcomes	Course Module Objectives	Performance Indicator	Learning Method	List of Assessments	List of Rubrics	Reading list
		improve the quality of nursing care and services in hospital service settings related to nursing leadership and management (C1).	in Class Discussions assessed based on the class participation rubric		Management Internship (Field Mentoring 8%) - First Seminar		<i>Theory & Application</i> (7th ed., p. 642). Philadelphia: Lippincott Williams & Wilkins.
7	Able to develop nursing scientific research and nursing technology, apply concepts and principles of evidence-based practice, develop innovations to solve nursing/health problems both in clinical and community settings (C4).	CLO7: Able to apply control management functions based on needs and problems health services related to nursing leadership and management in ensuring the achievement of quality planning, organizing, implementation and evaluation (C4).	Attendance, Presentation Skills, Active Participation in Discussions, and Engagement in Class Discussions assessed based on the class participation rubric	– Case Study – Group Discussion – Lecture	- Implementation of Activity Results (4%) - Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%) - Innovation 20% - Last Seminar - Group Final Report	Rubric for last seminar Rubric for group report	1. Sitorus, R., & Panjaitan, R. (2011). <i>Nursing Management: Nursing Management in the Inpatient Room</i> . Jakarta: Sagung Seto. 2. Suarli, & Bahtiar, Y. (2005). <i>Nursing Management with a Clinical Approach</i> . Jakarta: Erlangga.

- Assessment and Problem Solving Plan (20%) P-KU
- Implementation of Activity Results (20%) KK1-KK4

- Innovation (20%) KK4
- Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 40%) KK1-KK4

Intended Learning Outcomes	Course Module Objectives	List of Assessments	List of Rubrics
		Clinical Performance Assessment (per student/week	Multi-Source Feedback-360 degree form
		First Seminar : Problem Identification, Data Analysis, POA	Rubric for Seminar
		OSLER : Assessment of ability to play the role of Head of Room, CCM, Primary Nurse/Team Leader, and Associate Nurse CIR : Gap between theory and implementation in the ward related to the role of Head of Room, CCM, Primary Nurse/Team Leader, and Associate Nurse	Rubric for OSLER Rubric for CIR

Intended Learning Outcomes	Course Module Objectives	List of Assessments	List of Rubrics
		Last Seminar Group Final Report	Rubric for last seminar Rubric for group report

Proportion of assessment aspects according to the course learning outcomes.

No	Code	CLO	Learning Method	Metode Evaluasi					
				Participatory Analysis	Project result	Assignment	Quis	Bobot	Nilai
1	K	CLO 1			Assessment and Problem Solving Plan 10%			10%	
2	S1	CLO 6			Initial Seminar (Problem Identification, Data Analysis, POA) 10%			10%	
3	C1	CLO 2		- Implementation of Activity Results (4%) - Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)				12%	
4	C2	CLO 3		Implementation of Activity Results (4%) Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)				12%	
5	C3	CLO 4		- Implementation of Activity Results (4%) Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)				12%	

6	C4	CLO 5	- Implementation of Activity Results (4%) Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)		Innovation 20%		32%	
7	C5	CLO 7	- Implementation of Activity Results (4%) Summative Assessment Performance During Nursing Leadership and Management Internship (Field Mentoring 8%)				12%	
Total							100%	