

LESSON PLAN
ON
THEORIES AND MODELS
IN
NURSING MANAGEMENT

Name of the course : M.Sc. Nursing.

Name of the subject : Nursing management.

Unit : II

Topic : Theories and models in nursing management

Level of students : M.Sc. Nursing.

Date and time : 23.11.24 at 2 – 4 PM.

Duration : 2 hours.

Method of teaching : LECTURE

Audiovisual aids : Black board, chart, OHP.

GENERAL OBJECTIVES:

The students are able to acquire knowledge about theories and models in nursing management and develop desirable attitude and skills in theories and models in nursing management and applying this knowledge in clinical setting.

SPECIFIC OBJECTIVES:

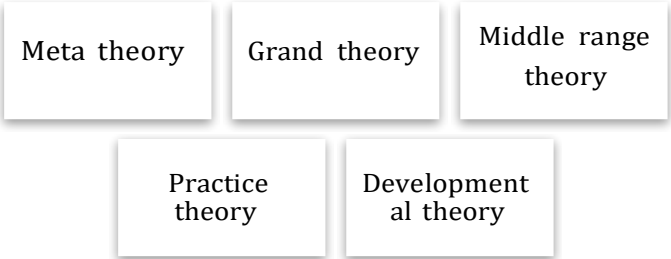
At the end of the class the students are able to

1. define management
2. define nursing management
3. define theory and model
4. enlist the classification of nursing theories
5. describe scientific management theory
6. explain classic organizational organizational theory
7. discuss modern management theory
8. enumerate models in nursing management

S.NO.	TIME	SPECIFIC OBJECTIVES	CONTENT	METHOD OF TEACHING	EVALUATION
1.	1 min		<p>INTRODUCTION</p> <p>Management is the most important element of any organization. No organization can achieve goals without proper management. Therefore, management is the heart of any organization.</p>	Teacher introduce the topic	
2.	5 mins	The student will able to define management	<p>DEFINITION OF MANAGEMENT:</p> <p>Management may be defined as the art of securing maximum results with a minimum of effort so as to secure maximum prosperity and happiness for both employer and employee and give the public the best possible service.</p> <p style="text-align: right;"><i>- JOHN MEE</i></p> <p>Management is distinct process consisting of planning, organizing, actuating, activating, and controlling performed to determine and accomplish the objectives by the use of people and resources.</p> <p style="text-align: right;"><i>- GEORGE.</i></p>	Teacher explains by using powerpoint and student are listening	What is management?
3.	5 mins	The student will be able to nursing management	<p>DEFINITION OF NURSING MANAGEMENT:</p> <p>Nursing management is defined as the process of planning, organizing, activating and controlling the managerial functions of nursing in order to determine and accomplish the objectives of nursing care.</p>	Teacher explains by using OHP and students are listening	What is nursing management?

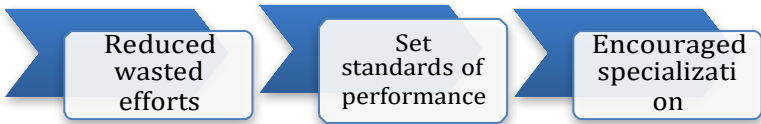
4.	5 mins	The student will be able to define theory and model	<p>Nursing management is a process of working through nursing personnel to promote and maintain health and prevent illness and suffering.</p> <p>DEFINITION OF THEORY: Theory has been described as a systematic explanation of an event in which the constructs as concepts are identified and relationships are proposed and predictions made. <i>- Strubert – speziale & carpenter (2003).</i></p> <p>Theory refers to a set of logically interrelated concepts, statements, propositions and definitions which have been derived from philosophical beliefs of scientific data and from which questions or hypotheses can be deduced, tested and verified.</p> <p>DEFINITION OF MODEL: Models are graphic or symbolic representations of phenomena that objectify and present certain perspective or points of view about nature or function or both. Models may be either theoretical or empirical.</p> <p>EVOLUTION OF THEORIES IN NURSING: ❖ Florence nightingale was the first modern</p>	Teacher explains by using power point and students are observing	What is theory and models in nursing management?
----	--------	---	---	--	--

			<p>theorist.</p> <ul style="list-style-type: none"> ❖ She proposed basic premises for nursing practice as published in “Notes on Nursing” in 1859. ❖ Thereafter a little attempt has been made to develop theory. ❖ Research was limited to collection of epidemiological data. ❖ Until 1950’s nursing was principally derived from social, biological and medical theories. ❖ In early 1950’s nursing theory had its beginning with the publication of Peplau's book. ❖ This started a revolution in nursing. ❖ In late 1950’s and 1960’s a number of nurse theorist provided an independent conceptual framework or nursing education and practice. ❖ By 1970’s nursing profession has been considered as a scientific discipline with theoretical base practice. ❖ Although evidence based conceptual models were not developed but they served as a guide for research. ❖ In 1980’s efforts were made to develop theory focused on nursing concepts grounded in practice and linked to research. ❖ Philosophy of nursing was first published in 1999. 	<p>Teacher explains by using handout and students are observing</p>	<p>List out the classification of nursing theory?</p>
--	--	--	--	---	---

5.	15 mins	The student will be able to enlist classification of nursing theory	<p>CLASSIFICATION OF NURSING THEORY:</p>  <pre> graph TD A[Meta theory] --- B[Grand theory] A --- C[Middle range theory] B --- D[Practice theory] B --- E[Developmental theory] </pre> <p>META THEORY: Meta theory focusses on major issues related to philosophy, methods of generating knowledge and development of theory.</p> <p>GRAND THEORY: Grand theories are macro theories that focus on broad concepts and applied to a general area within discipline. The concepts and prepositions in this type of theories are abstract and are not changed on testing.</p> <p>MIDDLE RANGE THEORY: Middle range nursing theory lie between nursing models and practice theorist. These are more specific and having few concepts that are operationally defined.</p> <p>PRACTICE THEORY:</p>	Teacher explains by using power point and students are observing	
----	---------	---	---	--	--

6.	30 mins	The student will be able to describe scientific management theory	<p>Practice theory are micro theories, more specific than middle range theories.</p> <p>They contain very few concepts and produce specific directions for practice.</p> <p>DEVELOPMENTAL THEORIES:</p> <p>Developmental theories are also in nursing that are in development stage.</p> <p>The theory is not complete though some concepts and relationships are identified.</p> <p>THEORIES IN NURSING MANAGEMENT:</p> <p>SCIENTIFIC MANAGEMENT THEORY:</p> <p>Scientific principles and measurements of the outcome proposed by various experts in scientific management theory.</p> <p>PRINCIPLES:</p> <p>The scientific management focuses on</p> <ul style="list-style-type: none"> ❖ Observation. ❖ The measurement of outcome. <p>PIONEERS IN SCIENTIFIC MANAGEMENT:</p> <div style="margin-top: 10px;"> <div style="border: 1px solid gray; padding: 2px; margin-bottom: 5px;">Frederick W. Taylor (1856 - 1915)</div> <div style="border: 1px solid gray; padding: 2px; margin-bottom: 5px;">Gantt Henry I. Gantt (1861 - 1910)</div> <div style="border: 1px solid gray; padding: 2px;">Emerson (1853 - 1936)</div> </div>	Teacher explains by using power point and students are observing	What is scientific management theory?
----	---------	---	--	--	---------------------------------------

		<p>FREDERICK W. TAYLOR THEORY:</p> <ul style="list-style-type: none"> ❖ Taylor is recognized as father of scientific management. ❖ He conducted Time – and – motion studies to time the workers. ❖ Analyze their movements and set their standards. ❖ He used stop watches. ❖ He applied the principle of observation, measurement and scientific comparison to determine the most effective way to accomplish a task. ❖ When the most effective 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. <p>ACHIEVEMENTS OF TAYLOR:</p> <ul style="list-style-type: none"> ❖ He trained his workers to follow the time to complete the task given. ❖ The most productive workers were hired even when they were paid incentive or wage. ❖ Labour costs per unit were reduced as a result. ❖ Responsibilities of management were 	<p>Teacher explains by using power point and students are observing</p>	
--	--	--	---	--

			<p>separated from the functions of the workers.</p> <ul style="list-style-type: none"> ❖ Developed systematic approach to determine the most efficient means of production. ❖ He considers management function is to plan. ❖ Working conditions and methods to be standardized to maximize the production. ❖ It was the management responsibility to select and train the workers rather than allow them to choose their own jobs and train by themselves. ❖ He introduced an incentive plan to pay the workers according to the rate of production to minimize workers dissent and reduce resistance to improved methods. ❖ Increased production and produce higher profits. <p>EFFECTS OF TIME AND MOTION STUDY:</p>  <pre> graph LR A[Reduced wasted efforts] --> B[Set standards of performance] B --> C[Encouraged specializati on] </pre> <p>GANTT HENRY I. GANTT:</p> <ul style="list-style-type: none"> ❖ Gantt was concerned with problems related to efficiency. ❖ He contributed to scientific management by refining the previous work of Taylor than 	<p>Teacher explains by using power point and students are observing</p>	
--	--	--	--	---	--

			<p>introducing new concepts.</p> <p>NEW CONCEPTS:</p> <ul style="list-style-type: none"> ❖ The amount of work planned or completed on one axis to the time needed or taken to complete a task on the other axis. ❖ Gantt also developed a task and bonus remuneration plan whereby workers received a guaranteed day's wages plus a bonus for production above the standard to stimulate higher performance. ❖ Gantt recommended to select workers scientifically and provided with detailed instructions for their task. ❖ He argued for a more humanitarian approach by management, placing emphasis on service rather than profit objectives. ❖ He recognized useful non - monetary incentives. <p>EMERSON THEORY:</p> <p>PRINCIPLES:</p> <ul style="list-style-type: none"> ❖ Interpersonal relations and to system in management. ❖ Goals and ideas should be clear and well defined as the primary objective is to produce the best product as quickly as possible at minimal expense. ❖ Changes should be evaluated management should not ignore "commonsense" by assessing that big is necessarily better. 	<p>Teacher explains by using power point and students are observing</p>	
--	--	--	---	---	--

			<ul style="list-style-type: none"> ❖ “Competent counsel is essential”. <p>THEORY:</p> <ul style="list-style-type: none"> ❖ Management can strengthen discipline or adherence to the rules by justice or equal enforcement on all records including adequate, reliable and immediate information about the expenses of equipment and personnel should be available as a basis for decisions. ❖ Dispatching or production scheduling is recommended. ❖ Standardized schedules, conditions and written instructions should be there to facilitate performance. ❖ “Efficiency rewards” should be given for successful completion of tasks. ❖ Emerson moved further beyond scientific management to classic organizational theory. <p>CHARLES BABBAGE:</p> <ul style="list-style-type: none"> ❖ Charles Babbage a scientist mainly interested in mathematics, contributed to the management theory by developing the principles of cost accounting and the nature of relationship between various disciplines. ❖ He concentrated on production problems and stressed the importance. 	<p>Teacher explains by using power point and students are observing</p>	<p>List out the classical organizational theories?</p>
--	--	--	---	---	--

7.	30 mins	The student will be able to explain classic organizational theory	<ul style="list-style-type: none"> ❖ Division and assignment of work on the basis of skill. ❖ The means of determining the feasibility replacing manual operations with automatic machinery. <p>CLASSIC ORGANIZATIONAL THEORY:</p> <ul style="list-style-type: none"> ❖ The classic organizational theory began to receive attention in 1930. ❖ Organization is viewed as whole rather than focusing solely in production. ❖ The concepts of scalar levels, span of control, authority, responsibility, accountability, line staff relationship, decentralization and departmentalization become prevalent. <p>PIONEERS OF CLASSIC ORGANIZATIONAL THEORY:</p> <ul style="list-style-type: none"> ❖ Henry fayol ❖ Max weber ❖ James mooney theory <p>HENRY FAYOL THEORY:</p> <ul style="list-style-type: none"> ❖ He was a French industrialist known as Father of the management process school concerned with management of production shops. ❖ He studied the function of managers and concluded that management is universal. <p>CATEGORIES OF WORK:</p>	Teacher explains by using power point and students are observing	
----	---------	---	--	--	--

			<ul style="list-style-type: none"> ❖ Technical activities ❖ Commercial activities. ❖ Financial activities. ❖ Security activities. ❖ Managerial activities. <p>PRINCIPLES OF GOOD ORGANIZATION:</p> <ul style="list-style-type: none"> ❖ The number of organization units should be minimum needed to cover the major enterprise functions. ❖ All related functions should be combined with the unit. ❖ The number of levels of authority should be kept to a minimum. ❖ There should be room for initiative with the limit of his assigned authority. <p>JAMES MOONEY:</p> <ul style="list-style-type: none"> ❖ Mooney believed that management to be the technique of directing people and organization is the technique of relating functions. ❖ Organization is management responsibility. <p>MAX WEBER THEORY:</p> <ul style="list-style-type: none"> ❖ He is German psychologist. ❖ He earned the tittle of father of organizational theory. ❖ His emphasis was on rules instead of individuals and on competencies over favoritism. 	<p>Teacher explains by using blackboard and students are observing</p>	
--	--	--	--	--	--

			<ul style="list-style-type: none"> ❖ His conceptualization was on bureaucracy, structure of authority that would facilitate the accomplishment of organizational objectives. <p>THREE BASICS OF THEORY:</p> <ul style="list-style-type: none"> ❖ Traditional authority ❖ Charisma. ❖ Rational legal authority. <p>FOLLET THEORY:</p> <ul style="list-style-type: none"> ❖ She stressed the importance of coordinating the psychological and sociological aspects of management in 1920's. ❖ She perceived the organization is a social system and management as a social process. ❖ Indicated the legitimate power is produced by a circular behavior where by superior and subordinates mutually influence one another. ❖ The law of the situation dictates that a person does not take orders from another person but from the situation. <p>LEWIN THEORY:</p> <ul style="list-style-type: none"> ❖ Lewin focused on group dynamics. ❖ He maintained that groups have personalities of their own composites of the member personalities. ❖ He showed that group forces can overcome 	<p>Teacher explains by using blackboard and students are observing</p>	
--	--	--	---	--	--

individual interest.

BEHAVIOURAL THEORY:

- ❖ Positive attitude towards people.
- ❖ Training managers.
- ❖ Fitting supervisory actions to the situation.
- ❖ Meeting employees needs.
- ❖ Promoting employees sense of achievement.
- ❖ Obtaining commitment through participation in planning and decision making.

DOUGLAS MC GEORGE THEORY:

- ❖ Mc George is the father of the classical theory of management which termed theory.
- ❖ He developed the managerial implications of Maslow's theory.
- ❖ He developed and noted that one's style of management is dependent on ones philosophy of humans and categorized those assumptions as **theory X & theory Y**

McGregor's Theory X & Y



THEORY - X:

- ❖ The manager emphasis is on the goal of organization.
- ❖ The theory assumes that people dislikes work and avoid it.

Teacher explains by using blackboard and students are observing

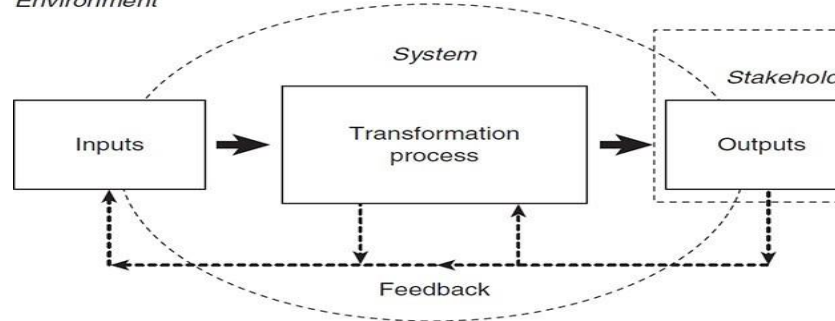
		<p>CONSEQUENCES OF THEORY - X: Workers must be directed to:</p> <ul style="list-style-type: none"> ❖ Controlled. ❖ Coerced. ❖ Threatened. ❖ Most people want to be directed and to avoid responsibility because they have little ambition. ❖ They desire security. <p>MANAGERS WHO ACCEPT THEORY - X:</p> <ul style="list-style-type: none"> ❖ Will do the thinking and planning with little input from staff associates. ❖ They will delegate little, supervise closely. Motivate workers through fear and threats. ❖ Failing to make use of the workers potentials. <p>THEORY - Y:</p> <ul style="list-style-type: none"> ❖ People don't not inherently dislike the work and the work can be a source of satisfaction. ❖ Workers have the self-direction and self-control necessary for meeting their objectives, ❖ Will respond to the rewards for the accomplishment of those goals. <p>MANAGERS WHO BELIEVE THEORY Y:</p> <ul style="list-style-type: none"> ❖ Will allow participation. ❖ They will delegate. ❖ Give general supervision than close supervision. 	<p>Teacher explains by using blackboard and students are observing</p>	
--	--	---	--	--

			<ul style="list-style-type: none"> ❖ Support job enlargement. <p>Use positive incentives such as praise and recognition.</p> <p>RENSIS LIKERT THEORY:</p> <ul style="list-style-type: none"> ❖ Dr. Rensis Likert has studied human behavior within many organization. ❖ After extensive research Dr. Rensis Likert concluded that there are four systems of management. ❖ The efficiency of an organization or its departments is influenced by their system of management. ❖ His theory is based on his work at the university of Michigan's institute for social research. <p>VARIABLES:</p> <ul style="list-style-type: none"> ❖ Casual variables. ❖ Intervening variables ❖ End result variables ❖ <p>FACTORS MEASURED BY LIKERT SCALE:</p> <ul style="list-style-type: none"> ❖ Motivation ❖ Managerial. ❖ Communication. ❖ Decision making process. ❖ Goal setting. ❖ Staff development. 	<p>Teacher explains by using blackboard and students are observing</p>	<p>What are the modern management theories?</p>
--	--	--	--	--	---

8.	30 mins	The student will be able to discuss modern management theory	<p>TYPES OF MANAGEMENT THEORIES:</p> <ul style="list-style-type: none"> ❖ Exploitive. ❖ Benevolent ❖ Consultative ❖ Participative. <p>MODERN MANAGEMENT THEORY:</p> <p>The modern era is characterized by trends in the management through:</p> <ul style="list-style-type: none"> ❖ Micro analysis of human behavior, motivation group dynamics leadership leading to many theories organization. ❖ The macro search for fusion of the many system in business organization economic, social, technical, political and quantitative methods in decision making. <p>CLASSIFICATION OF MODERN MANAGEMENT THEORY:</p> <ul style="list-style-type: none"> ❖ Quantitative approach ❖ Systematic approach ❖ Contingency approach <p>QUANTITATIVE APPROACH:</p> <ul style="list-style-type: none"> ❖ Management science refers to the application of quantitative methods to management. ❖ Management science has an interdisciplinary basis in other words management science is a combination and interaction of different scientists. <p>SYSTEM APPROACH:</p>	Teacher explains by using blackboard and students are observing	
----	---------	--	--	---	--

- ❖ The organization is the unified, purposeful systems composed of interrelated parts and also interrelated with its environment.
- ❖ Each unit must mesh with the organization as a whole, each manager must mesh to communicate and deal with executives of other unites and the organization itself must also interact each other organizations and society as whole.

LUDWING VON BETTERLANFFY
Environment



Teacher explains by using blackboard and students are observing

CONTINGENCY APPROACH:

- ❖ It is described as behavioral approach.
- ❖ It does not prescribe the application of certain management principles to any situation.
- ❖ It is recognition of the extreme importance of individual manager performance in any given situation.
- ❖ The extent of the manager power and control over a situation and the degree of uncertainty in any given situation.
- ❖ The role of management in the contingency approach is to develop an appropriate

			<p>management solution for any given organizational environment.</p> <ul style="list-style-type: none"> ❖ It is principally directed at the management practitioner seeking to control a distinct organizational environment. <p>LUTHER GULICK:</p> <ul style="list-style-type: none"> ❖ He was influenced by Taylor and Fayol. ❖ He used Fayol’s five elements of administration planning, organizing, command, coordination and control as a frame work for his neutral principles. ❖ He condensed the duties of administration into a famous acronym “POSDCORB”. <p>LYNDAULURWICK:</p> <ul style="list-style-type: none"> ❖ He was one among classical theorist attached more important to the structure of organization. ❖ Eight principles of administration applicable to all organization as given below: <p>CRITICAL THEORY:</p> <ul style="list-style-type: none"> ❖ Critical theory is an empirical philosophy of social situations. ❖ It is translated into practice by decision makers in these case nurse managers. ❖ It includes organizational development, management by objectives or results, performance appraisal and other practice – oriented activities performed by managers. <p>CRITICAL THINKING:</p> <ul style="list-style-type: none"> ❖ Critical thinking is reflecting on a situation, 	<p>Teacher explains by using blackboard and students are observing</p>	
--	--	--	--	--	--

plan an event under the rule of standards and antecedent to making a decision.

- Mackenzie

MASLOW THEORY:

ASSUMPTIONS:

- ❖ Human needs are never completely satisfied.
- ❖ Human behavior is purposeful and is motivated by need satisfaction.
- ❖ Hierarchical structure of importance from the lowest to highest



HERZBERG TWO FACTOR THEORY:

- ❖ This theory was developed in 1959.
- ❖ It is based on realization that work motivation and job satisfaction are two dimension that influence the productivity of an employee.
- ❖ Herzberg's findings that good working condition, adequate salary, good physical facilities, good human relation, quality of supervision might contribute to job

Teacher explains by using blackboard and students are observing

satisfaction of employees which are **hygiene factors**.

- ❖ Whereas factors like recognition of work done, opportunities for growth, challenging task, play an important role in creating work motivation for employees which are the **motivation factors**.
- ❖ Later many authors interpreted that all the motivation factors described by Herzberg do not give equal amount of satisfaction to all employees.




IMPLICATION OF MANAGEMENT THEORIES IN NURSING:

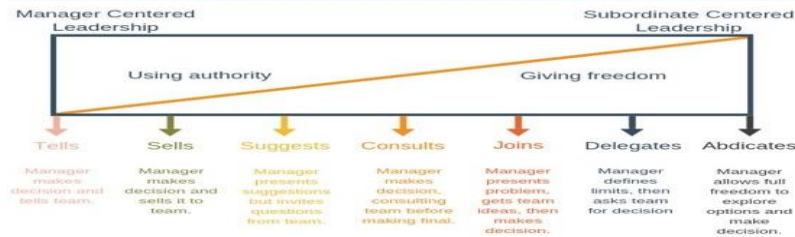
- ❖ Taylor's theory can be implemented in nursing to study complexity of care and determine staffing needs and observe

Teacher explains by using blackboard and students are observing

List down the models in nursing management?

9.	30 mins	The student will be able to enumerate the models in nursing management	<p>efficiency and nursing care.</p> <ul style="list-style-type: none"> ❖ Nurses can utilize Emerson's theory of early notion of the importance of objectives setting in an organization. ❖ Nurses should be aware of the managerial tasks as defined by Fayol: PODCOC. ❖ The theory of human relations of Follet and Lewin emphasis the importance for nurse managers to develop staff to their full potential and meeting needs for recognition, accomplishment and sense of belongings. ❖ Mc Gregon and Likert support the benefits of positive attitudes towards people, development of workers, satisfaction of their needs and commitment through participation. <p>MODELS IN NURSING MANAGEMENT: BEHAVIOUR MODIFICATION THEORY:</p>  <p>LEADERSHIP CONTINUUM THEORY:</p> <ul style="list-style-type: none"> ▪ Tannenbaum and Schmidt came up with a 	<p>Teacher explains by using chart and students are listening</p> <p>Teacher explains by using power point and students are observing</p>	
----	---------	--	--	---	--

continuum model of earlier studies with range of leadership, behaviors, ranging from manager centered to subordinate centered.



- Manager takes decision and announces it.
- Manager sells decision.
- Manager presents ideas and invites questions.
- Manager presents tentative decision subjects to change.
- Manager presents the problem gets suggestion, makes decision.
- Manager defines limits and ask group to make decisions.
- Manager permits subordinates to function within limits defined by superiors.

MANAGERIAL GRID MODEL:

- Dr. Robert R. Blake (1981-2004) & Jane S. Mouton (1930-1987) American management theoretician both together developed the managerial grid model based on a behavioral theory in 1964.

Teacher explains by using blackboard and students are observing

- The model conceptualizes management in terms of relation and leadership style.



DECISION MAKING MODEL:

HERBERT A SIMON DECISION MAKING MODEL:

- Decision making is a core of administrative action that fills the gap between principles and practice and organization as a structure of decision makers.

PHASES OF DECISION-MAKING MODEL:

- Intelligence activity.
- Design activity.
- Choice activity.

VROOM AND JAGO MODEL:

- The model describes a leader to examine a situation and determine which style or level of involvement to engage.

Teacher explains by using power point and students are observing

- This model identifies 5 styles along a continuum ranging from autocratic to consultative to group based.

DECISION STYLE	DEFINITION
Ai	Manager makes the decision alone.
Aii	Manager asks for information from subordinates but makes the decision alone. Subordinates may or may not be informed about what the situation is.
CI	Manager shares the situation with individual subordinates and asks for information and evaluation. Subordinates do not meet as a group, and the manager alone makes the decision.
CII	Manager and subordinates meet as a group to discuss the situation, but the manager makes the decision.
GII	Manager and subordinates meet as a group to discuss the situation, and the group makes the decision.

A = autocratic; C = consultative; G = group

Teacher explains by using power point and students are observing

SUMMARY AND CONCLUSION:

Thus, model and theory helps in practicing modification of behaviors and application in nursing.

BIBLIOGRAPHY:

- Deepak, K. (2019). A Comprehensive Textbook of Nursing Management, 2nd ed. Bangalore: EMMESS publication
- Venketaraman. A, (2017), Newer Trends In Management Of Nursing Service And Administration, 1st ed, New Delhi: Jaypee publications.
- Clement, N. (2016), Essentials Of Management Of Nursing Service And Administration, 1st ed, New Delhi: Jaypee publications.
- Vati. J, (2013), Principles and Practice Of Nursing Management And Administration, 1st ed, New Delhi: Jaypee publications.

JOURNAL REFERENCE:

- Nadrifar, A. (2016), An Overview of Classical Management Theories: A Review Article International Journal Of Science And Research, 5:9, 83-86.

LESSON PLAN
ON
THEORIES AND MODELS
IN
NURSING MANAGEMENT

Name of the course : M.Sc. Nursing.

Name of the subject : Nursing management.

Unit : II

Topic : Theories and models in nursing management

Level of students : M.Sc. Nursing.

Date and time : 23.11.24 at 2-4 PM

Duration : 2 hours.

Method of teaching : LECTURE.

Audiovisual aids : Black board, chart, OHP.

GENERAL OBJECTIVES:

The students are able to acquire knowledge about theories and models in nursing management and develop desirable attitude and skills applying in clinical setting.

SPECIFIC OBJECTIVES:

At the end of the class the students are able to

1. define management
2. define nursing management
3. define theory and model
4. enlist the classification of nursing theories
5. describe scientific management theory
6. explain classic organizational organizational theory
7. discuss modern management theory
8. enumerate models in nursing management

S.NO.	TIME	SPECIFIC OBJECTIVES	CONTENT	METHOD OF TEACHING	EVALUATION
1.	1 mins		INTRODUCTION	Teacher introduce the topic	
2.	5 mins	define management	DEFINITION OF MANAGEMENT: Management is a distinct process consists of.....	Teacher explains by using powerpoint and students are listening	What is management?
3.	5 mins	define nursing management	DEFINITION OF NURSING MANAGEMENT: Nursing management is defined as the process of planning, organizing.....	Teacher explains by using powerpoint and students are observing	What is nursing management?
4	5 mins	define theory and model in nursing management	DEFINITION OF THEORY: Theory has been described as a systematic explanation of an event..... DEFINITION OF MODELS: Models are graphic or symbolic representations of phenomena that objectify.....	Teacher explains by using powerpoint and students are listening	What is models and theories in nursing management?

5.	15 mins	The student will be able to enlist the classification of nursing theories	<p>EVOLUTION OF NURSING THEORIES:</p> <ul style="list-style-type: none"> ❖ Florence nightingale was the first modern theorist. ❖ She proposed basic premises for nursing practice as published in “Notes on Nursing” in 1859..... <p>CLASSIFICATION OF NURSING THEORIES:</p> <ul style="list-style-type: none"> ▪ Meta theory ▪ Grand theory ▪ Developmental theory ▪ Middle range theory ▪ Practice theory 	Teacher explains by using handout and students are observing	List out the classification of nursing theory?
6.	30 mins	The student will be able to describe the scientific management theory	<p>THEORIES IN NURSINGMANAGEMENT:</p> <ul style="list-style-type: none"> ▪ Scientific management theory <ul style="list-style-type: none"> ➢ Principles ➢ Pioneers of scientific management theory. <ul style="list-style-type: none"> ▪ Frederick W. Taylor ▪ Gantt Henry I. Gantt. ▪ Emerson. ▪ Charles Babbage theory 	Teacher explains by using powerpoint and students are observing	What are the scientific management theory?
7.	30 mins	The student will be able to explain the classic	<ul style="list-style-type: none"> ❖ Classic organizational theory <ul style="list-style-type: none"> ➢ Importance ➢ Pioneers of classic organizational theory. 	Teacher explains by using powerpoint and	List out the classical organizational theories?

8.	30 mins	<p>organizational theory</p> <p>The student will be able to discuss the modern management theory</p>	<ul style="list-style-type: none"> ▪ Henry Fayol ▪ Max Weber. ▪ James Mooney. <ul style="list-style-type: none"> ❖ Behavioural science theory <ul style="list-style-type: none"> ➤ Douglas MC. George ➤ Theory – X ➤ Theory – Y. ➤ Resins Likert theory. ➤ Factors measured by Likert theory ➤ Types of management theory <p>MODERN MANAGEMENT THEORY:</p> <ul style="list-style-type: none"> ➤ Classification of modern management theory. ➤ Luther Gulick theory. ➤ Lyndaulurick. ➤ Critical theory ➤ Critical thinking. <p>Maslow theory:</p> <ul style="list-style-type: none"> ▪ Assumptions ▪ Herzberg two factor theory. ▪ Implication of nursing in theories. 	<p>students are observing</p> <p>Teacher explains by using blackboard and students are observing</p>	<p>What are the modern management theories?</p>
9.	30 mins	<p>The student will be able to enumerate the models in nursing management</p>	<p>MODELS IN NURSING MANAGEMENT</p> <ul style="list-style-type: none"> ❖ Behaviour modification theory. ❖ Leadership continuum model ❖ Managerial grid model ❖ Decision making model <ul style="list-style-type: none"> ▪ Types of decision making model ❖ Vroom and jago model 	<p>Teacher explains by using chart and students are observing</p>	<p>List down the models in nursing management?</p>

**SUMMARY AND CONCLUSION:
THEORY APPLICATION
BIBLIOGRAPHY:**

- Deepak, K. (2019). A Comprehensive Textbook of Nursing Management, 2nd ed. Bangalore: EMMESS publication
- Venketaraman. A, (2017), Newer Trends in Management of Nursing Service and Administration, 1st ed, New Delhi: Jaypee publications.
- Clement, N. (2016), Essentials of Management of Nursing Service and Administration, 1st ed, New Delhi: Jaypee publications.
- Vati. J, (2013), Principles and Practice of Nursing Management and Administration, 1st ed, New Delhi: Jaypee publications.

JOURNAL REFERENCE:

- Nadrifar, A. (2016), An Overview of Classical Management Theories: A Review Article International Journal Of Science And Research, 5:9, 83-86.