

Course Specification Student Version

Course Title:	Nursing Management and Leadership
Course Code:	NURS 421
Department:	Nursing
Program:	Bachelor of General Nursing (BGN)
College:	Vision College in Riyadh
Institution:	Vision College in Riyadh
Revised:	July 2025

A. Course Identification

1. Credit hours: 3 (3+0+0)
2. Level/year at which this course is offered: Level 8/Year 4
3. Pre-requisites for this course (if any): None
4. Co-requisites for this course (if any): None

B. Teaching Methods

1	Interactive Lecture
2	Seminar Presentation
3	Assignment

C. Course Description and Objectives

1. Course Description

This course provides students with basic knowledge and skills pertaining to the leadership and management. Topics include administrative theories, leadership strategies, empowerment, organizational paradigms, cost containment, and continuous quality improvement. This course allows students to apply the knowledge of management and leadership principles, theories and related functions needed by the nurse leader in order to organize an effective client care in clinical settings

2. Course Main Objective

The main purpose of this course is to provide the students with a solid foundation in the basic concepts and scientific underpinnings of management and leadership, and to provide students with a comprehensive introduction to the fundamentals of nursing management.

3. Course Objectives

By the end of this course, students should be able to:

- Discuss the management functions and strategies for their successful implementation
- Recognize the process, models, and ethical positions of decision making order to make effective decisions in every day work situation.
- Describe elements that influence successful communication and interactions within organization.
- Incorporate coping strategies for dealing with stress in the workplace.
- Explore concepts of intra and inter-professional communication and teamwork, collaboration and conflict resolution, delegation and supervision, workforce motivation, organizational and unit strengths, and change processes.
- Utilize the best available evidence for creating and sustaining cultures of quality and safety in complex healthcare delivery systems.
- Discuss the essentials of human resources management specific to recruitment,

hiring, and retention of competent staff.

- Identifying strategies for enhancing professional development.
- Describe major components of an effective and efficient quality assurance/ quality improvement program and strategies for ongoing systems monitoring.
- Identifying opportunities for making positive change in health setting.

D. Course Content

No	List of Topics
1	Introduction to Management & Leadership.
2	Decision Making, Problem.
3	Organizational, Interpersonal.
4	Conflict management.
5	Time management.
6	Stress management.
7	Motivation
8	Quality Control
9	Performance Appraisal
10	Operational and Strategic Planning
11	Organizational Structure
12	Fiscal Planning (Budgeting)
13	selecting and Staffing
14	change

E. Assessment Tools

#	Assessment task	Percentage of Total Assessment Score
1	PSW (Quizzes, Presentations, Assignments)	40%
2	Midterm Exam	20%
3	Final Exam	40%
	Total	100%

F. Learning Resources

Essential References	Bessie L. Marquis. Leadership Roles and Management Functions in Nursing (9 th Edition). Lippincott Williams & Wilkins; 2014. IS
Supportive References	None
Electronic Materials	http://thePoint.LWW.com/activate
Other Learning Materials	None

