

Performance Appraisal Nurse Journal

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 A Quarterly Publication of the Royal Australian Nursing Federation
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 Introduction to Management and Leadership for Nurse Managers
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Teaching in Nursing - E-Book Springer Publishing Company
 Leadership/Management/Finance

Annual Review of Nursing Research, Volume 28 Jones & Bartlett Learning
 Leading and Managing in Nursing, 6th Edition offers an innovative approach to leading and managing by merging theory, research, and practical application to better prepare you for the NCLEX® exam and the transition to the practice environment. This cutting-edge text is organized around the issues that are central to the success of professional nurses in today's constantly changing healthcare environment, including consumer relationships, cultural diversity, resource management, delegation, and communication. UNIQUE! Each chapter opens with The Challenge, where practicing nurse leaders/managers offer their real-world views of a concern related in the chapter, encouraging you to think about how you would handle the situation. UNIQUE! The Solution closes each chapter with an effective method to handle the real-life situation presented in The Challenge, and demonstrates the ins and outs of problem solving in practice. The Evidence boxes in each chapter summarize relevant concepts and research from nursing/business/medicine literature. Theory boxes highlight and summarize pertinent theoretical concepts related to chapter content. Research and Literature Perspective boxes summarize timely articles of interest and point out their relevance and applicability to practice. Separate chapters on key topic areas such as cultural diversity, consumer relationships, delegation, managing information and technology, legal and ethical issues, and many more. End-of-chapter Tips offer guidelines for applying information presented in the chapter. Numbered exercises challenge you to think critically about concepts in the text and apply them to real-life situations. Eye-catching full-color design helps engage and guide you through each chapter. Glossary alphabetically lists and defines all the boldfaced key terms from the chapters. Chapter Checklists provide a quick summary of key points and serve as a handy study tool. NEW! QSEN competencies incorporated throughout the text emphasize the importance of providing safe, high-quality nursing care. NEW! What New Graduates Say section at the end of each chapter provides you with a real-world perspective on the transition to clinical practice. NEW! Expanded content on legal and ethical issues, care delivery strategies, staffing, quality, and consumer relationships. NEW! Updated photos throughout the book maintain a contemporary and visually appealing look and feel.

Dimensions of Nursing Management Springer Publishing Company

Using the latest clinical research and diagnoses, Principles and Practice of Psychiatric Nursing, 10th Edition provides a holistic, biopsychosocial approach to psychiatric nursing care. It follows the popular Stuart stress-adaptation framework and includes comprehensive coverage to simplify important nursing and medical concepts, promote quality and safety in care, and address psychobiology and psychopharmacology topics integral to today's psychiatry. New to this edition is a chapter on psychiatric care of military personnel, plus the latest on health care reform, prescription abuse, and obesity issues. Written by psychiatric nursing expert Gail W. Stuart, this market-leading text makes it easy to apply classroom theory to clinical practice. An easy-to-follow writing style makes it easy to understand both simple and complex topics. A well-rounded, collaborative approach provides coverage of all major psychiatric disorders from nursing and medical perspectives. The Stuart Stress Adaptation Model of health and wellness provides a consistent nursing-oriented framework, with clear explanations of biological, psychological, sociocultural, environmental, and legal-ethical components. An evidence-based practice approach bridges the gap between clinical research and everyday practice. Learning from a Clinical Case boxes begin disorders chapters with thought-provoking questions and end chapters with answers and feedback.

Summarizing the Evidence boxes in the disorders chapters examine the research and findings that support psychiatric nursing care. A family focus and discussions of outpatient care reflect current trends in psychiatric nursing. A Patient Speaks and A Family Speaks boxes present short vignettes with the patient's and family's perspectives of the caregiving process. Competent Caring: A Clinical Exemplar of a Psychiatric Nurse boxes feature the experiences and personal insights of practicing psychiatric nurses. Medical and Nursing Diagnoses boxes and Detailed Diagnoses tables emphasize the interdisciplinary approach to patient care by presenting NANDA diagnoses relevant to specific disorders and describing the essential features of the related DSM-IV-TR diagnoses. Nursing Treatment Plan Summary tables present care plans including patient goals with nursing interventions and rationales. Patient Education Plan and Family Education Plan tables include key information that you need to share with the patient and his or her family to facilitate shorter hospital stays and more outpatient care. Therapeutic Dialogue boxes offer examples of nurse-patient interactions. Clinical examples include selected nursing diagnoses. Focus Points provide a comprehensive, point-by-point review of the important information in each chapter.

Teaching Evidence-Based Practice in Nursing Springer Publishing Company

Performance Appraisals (PA) is a tool which is associated with employee performance evaluation. Researchers tend to disagree on the effectiveness of these systems. Academics claim that PAs improve employees' performance through commitment, motivation and output increases, whilst providing an optimal basis for a reward system and training needs. Conversely, it is argued that PAs are flawed from inception since they are subjective, biased and unfair. The study critically assesses research on PAs and their effectiveness towards company goals, whilst identifying a set of criteria to test the extent of their effectiveness. The findings reject the notion that PAs are totally flawed and ineffective. The investigation discloses that HR Practitioners experience difficulties in assessing PAs fairness. The author recommends a number of initiatives to improve appraisees' productivity as a direct result of PAs outcome, thus ensuring their effectiveness. Although the study reaffirms the scholars' claim that PAs effectiveness is a very debatable subject, HR Practitioners still consider PAs as vital to manage employee performance throughout the foreseeable future.

Nursing Home Administration F.A. Davis

"This is a detailed yet practical guide to planning, developing, and evaluating nursing curricula and educational programs. It provides a comprehensive and critical perspective on the totality of variables impacting curricular decisions... This book provides readers with a comprehensive overview of curriculum development, redesign, and evaluation processes and exposes them to the variables impacting curricular decisions... 92 - 4 Stars."Kathleen A. Poindexter, PhD, MSN, RN, CNE, Doody's Book Reviews New Edition of The Leading Nursing Text on Curriculum Development and Evaluation! This third edition of the leading nursing text on curriculum development and evaluation continues to address relevant NLN and AACN core competencies for curricula in all undergraduate and graduate nursing programs. Written for graduate students and faculty, this new edition responds to the many changes that have occurred in nursing and education since the second edition was published. These include the continued shortage of nursing faculty and the projected additional losses of experienced faculty due to impending retirements, as well as the implementation of the Affordable Care Act and Consensus Model for Advanced Practice Nursing. This third edition covers curriculum development and evaluation in detail and provides the knowledge and practical applications needed by new and experienced faculty to confidently embrace the academic role. With an emphasis on interdisciplinary collaboration throughout, the text focuses on the growth of simulation, guidance for new faculty transitioning from a clinical to academic role, developing curricula for practice and academic settings, program evaluation, accreditation activities, and recommendation for research in nursing education. Also addressed is the explosion of DNP programs across the country and its effect on practice and education, as well as the controversy surrounding

the use of simulation. Chapter objectives, discussion points, learning activities, references and a glossary enhance learning and retention of material. The text is a valuable resource for CNE certification review. New to the Third Edition: New chapter: Role of Faculty in Curriculum Development and Evaluation New chapter: Financial Support and Budget Management for Curriculum Development New chapter: Research and Evidence-Based Practice in Nursing Education Emphasis on guiding the assimilation of new instructors into faculty roles of program and curriculum development, instructional design, and student evaluation New content on curriculum evaluation, financial support, and budget management Strong focus on Interdisciplinary Educational Collaboration throughout Addresses the need for preparing more faculty to educate thousands of new nurses as defined by the IOM Report, the Affordable Care Act, and the Consensus Model Instructor Materials including: PowerPoint slides, syllabi, teaching/learning strategies, learning activities and associated rubrics for grading.

From Essentials to Advanced Practice Applications Nursing Resources

This comprehensive text explores the philosophy that all nurses are leaders who use creative decision making, entrepreneurship, and life-long learning to create a work environment that is efficient, cost-effective, and committed to quality care. Broad and comprehensive coverage encompasses leadership and management theories and processes by synthesizing information from nursing, health care, general administration and management, and leadership literature. Activities teach them how to research decision-making data (participatory action research process) and analyze and make reliable choices in managing their work environment. Theory-based, scholarly yet practical, this is the most comprehensive and engaging baccalaureate text on the market.

An Experiential Approach APH Publishing

This book covers the processes of management and leadership in healthcare practices. Content focuses on increasing organisational effectiveness in service and practice. Theories and concepts from the fields of business organisational psychology and educational administration are applied to health care. Within the book are included simulation activities to provide practice experiences that illustrate the content of the chapters, as well as serving to expand the reader's range of experience within a safe, low risk practice environment.

Indirect Care Handbook for Advanced Nursing Roles Lippincott Williams & Wilkins

Set yourself up for success as a nurse educator with the award-winning *Teaching in Nursing: A Guide for Faculty*, 5th Edition. Recommended by the NLN for comprehensive CNE prep, this insightful text is the only one of its kind to cover all three components of teaching: instruction, curriculum, and evaluation. As it walks through the day-to-day challenges of teaching, readers will benefit from its expert guidance on key issues, such as curriculum and test development, diverse learning styles, the redesign of healthcare systems, and advancements in technology and information. This new edition contains all the helpful narrative that earned this title an AJN Book of the Year award, along with updated information on technology-empowered learning, the flipped classroom, interprofessional collaborative practice, and much more. Coverage of concept-based curricula includes strategies on how to approach and implement concept-based lessons. Extensive information on online education discusses the use of webinars and other practical guidance for effective online instruction. Evidence-based teaching boxes cover issues, such as: how to do evidence-based teaching; applications of evidence-based teaching; implications for faculty development, administration, and the institution; and how to use the open-ended application questions at the end of each chapter for faculty-guided discussion. Strategies to promote critical thinking and active learning are incorporated throughout the text, highlighting various evaluation techniques, lesson planning insights, and tips for developing examinations. Updated research and references address forward-thinking approaches to education and trends for the future. Guidance on teaching in diverse settings addresses topics such as the models of clinical teaching, teaching in interdisciplinary settings, how to evaluate students in the clinical setting, and how to adapt teaching for community-based practice. Strong focus on practical content — including extensive coverage of curriculum development — equips future educators to handle the daily challenges and opportunities of teaching. NEW! Chapter on Interprofessional Education and Collaborative Practice focuses on the collaboration of care across patient care providers, emphasizing clear communication and shared patient outcomes. NEW! Renamed unit on Curriculum as a Process better reflects the latest QSEN competencies and other leading national standards. NEW! Renamed unit on Technology-Empowered Learning covers the use of technology for learning — including non-traditional course formats, active learning, flipped classrooms, and more.

Nursing Delegation and Management of Patient Care - E-Book SAGE Publications

This edition of the highly acclaimed *Management and Leadership for Nurse Managers* offers theoretical and practical perspectives on the major management functions as they are practiced in today's organizations. The author introduces current and future nurse managers to the challenges of planning, organizing, leading, and controlling. The most recent research on management theory is incorporated throughout the book in the context of its practical application. New coverage includes total quality management, pay-for-performance, the rising temporary workforce, and downsizing.

Management in Health Care Juta and Company Ltd

The only resource designed specifically for Clinical Nurse Specialists, the Second Edition of this best-selling text addresses the specific, practical, day-to-day responsibilities and challenges of the CNS role. Concrete, user-friendly strategies and exemplars are drawn from real practice and offer suggestions as well as considerations for CNS practice.

The Australian Journal of Advanced Nursing Jones & Bartlett Learning

Volume III presents examples of how the Joint Commission's Ten-Step Monitoring & Evaluation Process is being used in many specialty practice areas.

Nursing Case Management Springer Publishing Company

Organizations of all sizes face the challenge of accurately and fairly evaluating performance in the workplace. *Performance Appraisal and Management* distills the best available research for and translate those findings into practical, concrete strategies. This text explores common obstacles and why certain performance appraisal methods often result in failures. Using a strategic, evidence-based approach, the authors outline best practices for avoiding common pitfalls and helping organizations achieve their maximum potential. Cases, exercise, and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills.

Handbook of Nursing Jones & Bartlett Learning

With a strong focus on the key areas included on the NCLEX-RN Exam's "management of care" section, *Nursing Delegation and Management of Patient Care*, 2nd Edition prepares you to successfully prioritize, assign, and delegate nursing care to other members of the health care team. It provides the latest information on the roles and responsibilities of the staff nurse related to the management of patient care, the core competencies required of the nurse caring for patients, as well as a wide range of leadership and management concepts nurses need to confidently manage patients within a hospital unit. This new edition is organized according to the new 2014 Magnet Standards of Practice to help you learn the skills and competencies magnet status hospitals require when hiring nurses. Learning objectives, key terms, critical thinking case scenarios, and application exercises in each chapter provide you with plenty of opportunities for review. A trusted author team

with years of teaching experience in nursing leadership and management introduce current content related to the management of patient care in today's health care setting. NEW! A new table of contents reorganized according to the 2014 Magnet Standards. NEW! Addresses the competencies of the nurse's role with respect to the 2014 Magnet Standards. Coverage includes the latest information on the roles and responsibilities of the manager of patient care position, core competencies required of nurses caring for patients, and a wide range of management concepts new nurses need to know before entering practice. Emphasis on the NCLEX Exam "management of care" areas that you will be tested on, such as prioritization, delegation, and assignment. Clinical Corner and Evidence-Based Practice boxes within most chapters include real-world tips and advice on patient and client management, plus the latest research on practices relevant to chapter topics. NEW! End-of-chapter and Evolve NCLEX questions include analysis and application-level questions. NEW! The latest RN design gives this edition a fresh new feel that is easier to follow.

Leadership, Management and Team Working in Nursing Elsevier Health Sciences

This book details and explains the nurse manager's tasks in a health service organisation, giving the practitioner and student a solid, in-depth grounding in essential managerial skills. The text deals with: quality assurance and improvement; strategic health and human resources planning; the design and commissioning of health service facilities; group dynamics; labour relations; job evaluation; leadership; staff development; financial management. Appropriate practical examples supplement theory and ensure the relevance of this five-part, multi-authored book which deals with all the basic managerial skills the modern nurse needs to provide a nursing service.

A Quarterly Publication of the Royal Australian Nursing Federation Management and Leadership for Nurse Administrators

Praise for Earlier Edition: "This is a detailed yet practical guide to planning, developing, and evaluating nursing curricula and educational programs. It provides a comprehensive and critical perspective on the totality of variables impacting curricular decisions...This book provides readers with a comprehensive overview of curriculum development, redesign, and evaluation processes...92 - 4 Stars" —Doody'sBook Reviews The fifth edition of Keating's *Curriculum Development and Evaluation in Nursing Education* provides comprehensive, detailed coverage of developing a quality curriculum that addresses competencies and accreditation standards and, most importantly, prepares students to become first-rate professionals. It includes a timely discussion of the Covid pandemic and its sizable impact on nursing education, expanded coverage of online learning, a new chapter on developing curriculum for clinical environments, current examples of specific strategies in practice, updated AACN essentials, and an upgraded format that enhances readability. With step-by-step guidance and detailed case studies, the fifth edition provides essential content for nursing students and novice educators on how to develop a quality curriculum, while also helping advanced nursing educators and faculty to meet the challenges of a rapidly changing nursing education environment. Each chapter reinforces learning by providing an introduction, summary, and multiple clear objectives along with examples addressing specific teaching strategies—particularly clinical training and staff development. At the end of each chapter are separate sets of questions and learning activities for nursing faculty and graduate students. An extensive Faculty Resource package includes a course syllabus, suggested teaching strategies and resources, PowerPoints for each section, and supplemental and reflective student learning activities. New to the Fifth Edition New chapter on developing curriculum for staff development/nursing professional development specialists in clinical environments New chapter on taxonomies and development on critical thinking Updated information on distance education, online learning, informatics, and technology Updated information on course development strategies for application of learning theories, educational taxonomies, and team building Provides example of preparation for and participation in a virtual CCNE site visit implemented during the pandemic Updated AACN Essentials/Domains and application to curriculum development and evaluation Upgraded format including two-color design and improved readability Key Features: Offers the most in-depth coverage of nursing curriculum development Supports new faculty as they transition to academia Discusses the theories, concepts, and tools needed for curriculum development and program evaluation Describes the scope of academic curriculum models at every practice and academic level Weaves the concept of interdisciplinary collaboration in education throughout Includes an Instructor's Manual and PowerPoints Serves as a CNE certification review

Quality Control and Performance Appraisal Jones & Bartlett Learning

This classic resource offers complete coverage of nursing case management - from theoretical background and historical perspective to practical applications and how the field is changing to meet the challenges of today's health care environment. It focuses on the implementation of various case management models used throughout the United States and abroad. Key topics include the impact of public policy on health care; understanding the effects of health care reimbursement and its application at the patient level; throughput and capacity management; the impact of the revenue cycle; compliance and regulatory issues; and principles needed to improve case manager-client interaction. This helpful resource is designed to help nurse case managers assess their organization's readiness for case management, prepare and implement a plan to achieve necessary improvements and evaluate the plan's success. Includes numerous proven case management models currently being used in institutions across the country Organized to take the nursing case manager on a journey from the historical development of nursing case management to the successful implementation of a case management program Offers detailed guidance for planning, implementing, and evaluating a case management program Outlines the planning process with information on key topics such as analysis of the organization, the role of the organization's members, selection criteria for new case managers, case management education, credentialing, and partnerships Features guidelines for implementing a case management program with information on ethical issues, technology, compliance, and regulatory issues Addresses the evaluation component of developing and implementing a case management program by presenting information on outcomes, research, documentation, continuous quality improvement, measuring cost effectiveness, care continuum, and evidence-based practice Presents acute care and community based models of case management Highlights the evolution of collaborative models of case management, addressing key elements of joint decision-making, shared accountability, and interdisciplinary systems of care Addresses health care delivery through case management and public policy by presenting current legislative issues and their affect on both health care reimbursement and the application of care at the patient level Presents the insights, experiences, and advice of nursing administrators who have researched and successfully implemented nursing case management programs in various facilities A new chapter, *Telehealth Applications for Case Management*, introduces the concept of telehealth; provides examples of telehealth usage in women's health, chronic disease management, and mental health; and summarizes the evidence that supports telehealth and identifies existing issues and challenges. *Case Management: Life at the Intersection of Margin and Mission*, is a new chapter that highlights strategies case managers and others can use to optimize their organizations' financial outcomes while simultaneously improving clinical outcomes for their patients. It emphasizes the work of case managers in the financial arena of health care, including revenue cycle management. A new chapter, *Maximizing Reimbursement through Accurate Documentation and Coding*, provides tips and strategies on maximizing reimbursement by designing and implementing programs focused

on improving the physician's documentation. *Effective Management Tools for Case Management Leaders: Strategy Maps and Balanced Scorecards, A Case Study* is a new chapter that discusses strategy maps and balanced scorecards and their role in transforming an organization's mission and strategy into a management system and a comprehensive set of performance measures. Features updated information on HIPPA regulation (Health Insurance Portability and Accountability Act), patient safety and confidentiality issues, case management for Medicare patients, Medicare legislation, and utilization management.

Introduction to Management and Leadership for Nurse Managers Learning Matters

Indirect Care Handbook for Advanced Nursing Roles: Beyond the Bedside addresses the indirect care responsibilities that confront nurses in a variety of advanced practice roles

Management and Leadership for Nurse Administrators Elsevier Health Sciences

The conference on 'Interdisciplinary Research in Technology and Management' was a bold experiment in deviating from the traditional approach of conferences which focus on a specific topic or theme. By attempting to bring diverse inter-related topics on a common platform, the conference has sought to answer a long felt need and give a fillip to interdisciplinary research not only within the technology domain but across domains in the management field as well. The spectrum of topics covered in the research papers is too wide to be singled out for specific mention but it is noteworthy that these papers addressed many important and relevant concerns of the day.

Curriculum Development and Evaluation in Nursing, Third Edition Elsevier Health Sciences
Peer Review in Nursing: Principles for a Successful Practice is the first nursing publication that approaches the definition and implementation strategies for peer review within an organizational setting. Using a professional model, with shared governance as a framework, the authors discuss the difference between manager initiated staff performance evaluation of the past and the true peer review aspects of professional practice for the future. This text follows in line with the Magnet program requirement "that nurses at all levels use self appraisal performance review and peer review, including annual goal settings, for the assurance of competence and professional development" page 30 of the 2008 Magnet manual. This unique text teaches nurses the skills they need to demonstrate organizational processes, structures, and outcomes that help insure accountability, competence and autonomy.

Monitoring and Evaluation in Nursing Jones & Bartlett Publishers

Designated a Doody's Core Title! This book presents the basics of leadership and management for nurses -- what is essential in order to effectively motivate and educate individuals to achieve the set goals of a group, team, or organization in health care. The basic components of management and leadership theory are described, such as effective communication, analyzing a problem, conflict resolution, and time management. Extensive simulation exercises provide learners with an opportunity to observe, experience, and carry out new behaviors in a safe environment. The book and exercises are designed for use in both self-learning and classroom environments.

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