

**King Saud University**  
**College of Nursing**  
**Master Program**  
**1437 -1438**  
**Master Science in Nursing**  
**Nursing Administration**

**Practicum for Clinical Specialization**  
**(Clinical Plan)**

**Overview of Practicum requirement:**

The clinical practicum is designed to allow the student to proceed from review and analysis of nursing service mechanisms, functions, and techniques, to implement specific relevant assessments, plans and techniques in the health care setting. The student is required to follow the measurement, calculation and evaluation of the procedures throughout their practice. Group and individual activities as well as reports will be presented throughout the practicum and at the end of the clinical period

**Practicum Objectives:**

At the end of this clinical practicum, the student will be able to:

1. Assess characteristics of the practice setting that best support professional nursing practice and allow nurses to practice to their full potential.
2. Consider the process of planning, planning skills, and tools and apply them clearly and effectively.
3. Compare and contrast implementation of components of performance management process among different in-patients units/wards.
4. Examine the process and mechanisms used in evaluation of quality of patient care in in-patient units/wards.
4. Apply the various mechanisms and strategies of staff utilization and evaluation and development.
5. Investigating the way decision makers think about different problems and/or contingencies, the process by which the decisions are made, and the way to use different models, techniques, and strategies to deal with each type of decisions.

6. Apply the planning principles and process in managing change.
7. Assessing barriers and facilitators of using research in practice (evidence based practice).

### **Practicum clinical plan:**

#### **1. General Orientation to:**

- a. The hospital structure, (medical and paramedical departments), policies, processes, and plan pertaining to organizational behaviors.
- b. Nursing department and inpatient unit structure, mission, philosophy, goals, policies and procedures, staffing and scheduling policies, processes, plans, staff job titles, position, job description and patient care delivery models

#### **2. Staff Management:**

- Does the hospital have a process in place for recruitment & selection?
- How does staff receive orientation about the organization?
- How do staff responsibilities identified?
- How do staff receive orientation specific to their job responsibilities and assignments?
- Does the hospital have a process in place to evaluate staff ability to carry out job responsibilities?
- Does the hospital have a process in place for staff education and training and staff development?

#### **3. Activities related to organizational communication.**

- Channels of communication.
- Used verbal (spoken, written & e-mails) and non-verbal communication.
- Inter-departmental and intra-departmental communication.
- "How good are your communication skills?" a pre-structured questionnaire to be implemented on 10 nursing personnel.

#### **4. Activities related to organizational motivation.**

- Organizational motivation system and the governing policies.
- Nurses' motivators (role of the nurse managers in motivating nursing staff).
- Nurses' job satisfaction: how to assess and manage nurses' job dissatisfaction.

#### **5. Activities related to leadership, power and authority utilization.**

- Reflective discussion about the various leadership styles running among nurse managers.
- "What is your leadership style?" a pre-structured questionnaire to be implemented among 10 nurse managers.

#### **6. Decision Making & change management:**

- Situations related to decision making and problem solving as essentials for planned change.

- Reflective discussions and situational analyses for 3 different situations need for taking decision and applying planned change.
- Strategies and techniques used by nursing manager in dealing with unplanned change

**7. Activities related to team building and team work.**

- Define various teams and committees in the hospital departments.
- Assess and investigate the dynamics within teams.
- Reflective discussions and reports related to team building and work.

**8. Characteristics of professional nursing practice environment**

- Assess professional nursing practice environment in health care setting using a pre-structured questionnaire to be implemented on representative sample of general and specific nursing units.

**9. Evaluating quality of patient care**

- Using JICA standard in evaluating leadership & governance standards in health care setting
  - Reflective discussion on how to improve quality of patient care based on the result of the previous step.
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