

بسم الله الرحمن الرحيم





شبكة المعلومات الجامعية التوثيق الالكتروني والميكروفيلم



جامعة عين شمس

التوثيق الإلكتروني والميكروفيلم

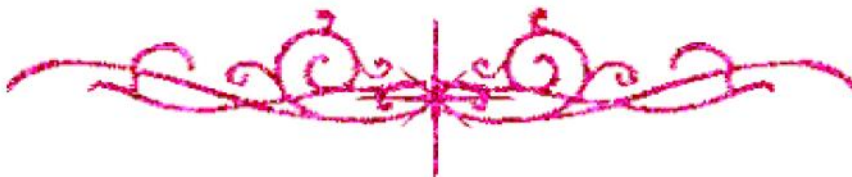
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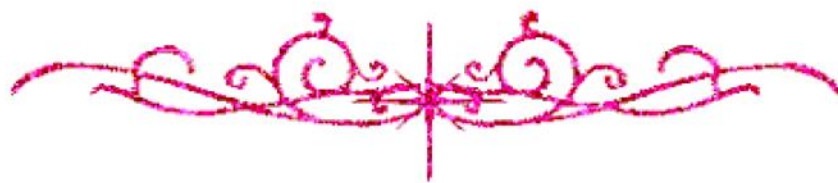


بعض الوثائق الأصلية تالفة





بالرسالة صفحات
لم ترد بالأصل



**APPLICATION OF MANAGEMENT DEVELOPMENT
STRATEGY FOR DEVELOPING NURSE INTERNS'
MANAGERIAL SKILLS**

Thesis

Submitted for Partial Fulfillment of the Requirement of
Doctorate Degree in Nursing Administration

By

Mona Fathy Mohamed Khater

**Faculty of Nursing
Ain Shams University
2018**

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Mona Fathy Mohamed Khater

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List of Abbreviations

Abbr.	Meaning
ANA	American Nurse Association
HN	Head Nurse
IOM	Institute of Medicine
MOH	Ministry of Health
QI	Quality Improvement
RN	Registered Nurse
RS	Reality Shock
WHO	World Health Organization

APPLICATION OF MANAGEMENT DEVELOPMENT STRATEGY FOR DEVELOPING NURSE INTERNS' MANAGERIAL SKILLS

Abstract

Background: Developing nurse interns' managerial skills is crucial, it will increase their confidence, autonomy, and satisfaction that has proven to result in high quality of patient care because they are the future nurse managers who will operate and supervise all daily activities rendered to patient so they will maintain quality of care and patient safety. **Aim:** The current study aimed at developing managerial skills of nurse interns by application of management development strategy. **Design:** Quasi experimental design was used. **Setting:** The study was conducted at Beni-Suef university hospital where the nurse interns spending their internship year. **Subjects:** 184 nurse interns were participated in the study. **Tools:** Data were collected using three tools; Training needs assessment questionnaire Sheet, knowledge questionnaire sheet, and an observation of checklist. **Results:** Nurse interns' total knowledge related to managerial skills was unsatisfactory in the pre intervention phase, and reached at post and follow up phases to satisfactory level. Nurse interns' total performance related to managerial skills was inadequate in the pre intervention phase, and improved significantly at post and follow up phases. Majority of nurse interns were in need for training regarding performance appraisal, organizing process, leadership, and supervision. **Conclusion:** Nurse Interns' managerial skills were improved after implementing the management development strategy. **Recommendations:** Conducting in-service education and professional development programs regularly based on need assessment and enhancing nurse students/teachers relationship.

Key words. Managerial Skills, Management Development Strategy, Nurse Interns