Iran University of Medical Sciences
School of Nursing & Midwifery

Organizational Behavior Management Course plan

Course outline

Course title: Organizational Behavior Management
Program: Master's in Nursing Management
Course Type: Theoretical (1.5 credits), practical(1 credit)
Instructors: Dr. Sakineh Sharifian, Dr. Shohreh Seyedmirza
Department: Nursing Management
Prerequisites: None

Course Purpose

This course introduces key principles of organizational behavior and their application in nursing management. It also promotes entrepreneurial thinking in healthcare settings.

Learning Objectives

By the end of the course, students will be able to:

- Understand the principles of organizational behavior
- Identify leadership and managerial roles
- Analyze communication barriers and strategies for improvement
- Apply effective management techniques in role-play scenarios
- Use tools for managing anger, violence, and disruptive behaviors in healthcare organizations
- Resolve conflicts using negotiation principles and conflict management strategies
- Demonstrate leadership and change management skills
- Foster creativity and innovation within organizations
- Understand entrepreneurship concepts and models in healthcare
- Plan and manage small nursing-related businesses
- Explain health marketing concepts and strategies
- Collaborate effectively in teams and group dynamics

Attitudes and Values

Students are expected to:

- Respect diverse leadership styles in healthcare
- Value effective communication and teamwork

- Take responsibility for active participation and timely submission of assignments
- Appreciate peer feedback and collaborative learning

Practical Component

During clinical training, students will:

- Apply leadership and management skills in real-world settings
- Design and implement educational programs based on organizational needs
- Create and perform scenarios aligned with organizational behavior principles

Teaching Methods

Depending on the format (in-person, virtual, or blended), the course may include:

- Interactive lectures (Q&A, quizzes, group discussions)
- Problem-Based Learning (PBL)
- Scenario-Based Learning
- Peer teaching

Student Responsibilities

- Regular attendance and active participation (Absences must not exceed 25% of total class hours)
- Timely completion of assignments
- Use of up-to-date academic and research sources
- Engagement in classroom discussions and assessments

Evaluation Methods

- **Formative Assessment:** 30% (summarizing two related articles, final class activity on effective meeting management)
- **Summative Assessment:** 60% (final written exam)
- **Participation & Attendance:** 10% (5% for active discussion, 5% for presence)
- Assessment types may include written tests (multiple choice, true/false, open-ended), structured clinical exams (OSCE, OSLE), and workplace-based evaluations (logbooks, portfolios, DOPS).

Recommended Resources

- Finkelman, Anita Ward (2012). *Leadership and management for nurses*. 3th Ed. USA: Pearson Education, Inc.

- Huber, Diane. (2017) *Leadership and nursing care management*. 6th Ed. Elsevier, USA.
- *Kelly, P. Tazbir, J. (2013) Essentials of Nursing Leadership & Management*. 3rd New York: Delmar.
- Marquis, B. L., Hustone, C.J. (2017) *Leadership roles and management functions in nursig*. 9th Ed
- Murray, Elizabeth J., (2017). *Nursing Leadership and Management*. Philadelphia: F.A. Davis Company.
- Sullivan, E.J. (2017) *Effective Leadership and Management in Nursing.* 9th Ed. New York: Pearson Education International.

Course Calendar: Organizational Behavior Management

Class Time:

Session	Topic & Learning Activities	Teaching Method	Date	Instructor(s)
1	Course Introduction Principles of Organizational Behavior, Individual Behavior at Work, Roles and Responsibilities of a Manager in Organizations	Lecture & Group Discussion		Dr. Sharifian
2	Effective Communication	Lecture & Group Discussion		Dr. Sharifian
3	Conflict Management, Effective Negotiation, Disruptive Behaviors, Conflict in Nursing	Lecture & Group Discussion		Dr. Sharifian
4	Anger and Violence Management in Healthcare Organizations	Lecture & Group Discussion		Dr. Seyedmirza
5	Leadership and Change Management (LFC)	Lecture & Group Discussion		Dr. Seyedmirza
٦	Entrepreneurship Concepts and Models in Healthcare Organizations	Lecture & Group Discussion		Dr. Sharifian
7	Decision-Making and Risk Management in Entrepreneurship	Lecture & Group Discussion		Dr. Sharifian
8	Health Marketing: Concepts, Strategies, Process, Marketing Mix	Lecture & Group Discussion		Dr. Seyedmirza
9	Planning and Managing Small Nursing Businesses (Home Care Management)	Lecture & Group Discussion		Dr. Seyedmirza
10	Creativity and Innovation in Organizations: Concepts, Methods, Barriers	Lecture & Group Discussion		Dr. Sharifian
11	Teamwork, Leadership, and Entrepreneurship (Group Dynamics)	Lecture & Group Discussion		Dr. Sharifian
12	Effective Meeting Management	Team-Based Learning, Flipped Classroom, Scenario-Based Learning		Dr. Seyedmirza & Dr. Sharifian