Semester: II Core Course

5. Course Code & Title: MPC 52 01 & Health Management

Credits: 2

Topics	Suggested Readings
 I. Introduction to Management & Management Principles Meaning, definition, levels of management and 	Bhalwar, R., & Vaidya, R. (Eds.). (2009). <i>Text book of public health and community medicine</i> . Department of Community Medicine Armed Forces Medical College. (Chapter-3: Health Policy and Healthcare System; Management Process in Healthcare).
 importance of management with a special focus on healthcare. Some key terms used in management (aim, objectives, targets, indicators, mission and vision statements) 14-Principles of Management by Henri Fayol and its application to healthcare organizations. 	Galer, J. B., Vriesendorp, S., & Ellis, A. (2005). Managers who lead: a handbook for improving health services.
 Role of a health manager and skills set of today's healthcare manager Differences between: Management vs. Administration 	Powell-Jackson, T., Purohit, B., Saxena, D., Golechha, M., Fabbri, C., Ganguly, P. S., & Hanson, K. (2018). Measuring management practices in India's district public health bureaucracy. Social Science & Medicine.

II. Functions of a manger in healthcare organization -Bhalwar, R., & Vaidya, R. (Eds.). (2009). Text book of public health and **POSDCORB** community medicine. Department of Community Medicine Armed Forces Medical College. (Chapter-3: Health Policy and Healthcare System; Planning as a management function Management Process in Healthcare). Types of planning in general and planning in the healthcare system The planning process in general and planning in A paper in open source by Ravi Duggal on Health Planning in India. Can be Indian healthcare system. downloaded from: http://www.cehat.org/cehat/uploads/files/a168.pdf Planning process in the Indian health sector Steps in planning a health program Organizing (Organizing health programs in India) Health Policy and Planning in India by Prof. P.K Shajahan. Can be Staffing of human resources for health in India downloaded from Directing Coordination of health programs in India http://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S000032SW/P001 728/M021621/ET/1501583220modulenumber-1-text.pdf Reporting and Budgeting

	Palmiere, D. (1972). Types of planning in the health care system. <i>American Journal of Public Health</i> , 62(8), 1112-1115.
III. Organizational Behaviour in Healthcare Settings - Concept of organization and types of organization and organization structure - Organization culture and climate - Leadership and leadership styles (managerial grid model) • Production and perish style • Improvised style • Country club style • Team style • Middle of the road - Motivation and theories of motivation • Maslow's need hierarchy theory • Herzberg's two-factor theory • Douglas Mc Gregor's Theory X and Y - Team and Team Dynamics	Sinha, P., & Sigamani, P. (2016). Key challenges of human resources for health in India. <i>Global Journal Of Medicine And Public Health</i> , <i>5</i> (4). Rovithis, M., Linardakis, M., Rikos, N., Merkouris, A., Patiraki, E., & Philalithis, A. (2016). Organizational culture among nurses working in the public health sector on the island of Crete-Greece. <i>Health Science Journal</i> . Willis-Shattuck, M., Bidwell, P., Thomas, S., Wyness, L., Blaauw, D., & Ditlopo, P. (2008). Motivation and retention of health workers in developing countries: a systematic review. <i>BMC health services research</i> , <i>8</i> (1), 247Yphantides, N., Escoboza, S., & Macchione, N. (2015). Leadership in public health: new competencies for the future. <i>Frontiers in public health</i> , <i>3</i> . Robbins, S. P., & Judge, T. A. Essentials of Organizational Behavior.(2008). <i>New Jersey: Prentice Hall. ISBN</i> , <i>10</i> , 0136124011
 IV. Quality Management in Healthcare Organizations Quality Management (Quality Planning, Quality Assurance, Control and Quality Improvement) 	Bhalwar, R., & Vaidya, R. (Eds.). (2009). Text book of public health and community medicine. Department of Community Medicine Armed Forces

	T
- TQM, Continuous Quality Improvement (CQI), Sig	Medical College. (Chapter-3: Health Policy and Healthcare System;
Sigma, NABH, NABL, JCI, ISO	Management Process in Healthcare).
Group work: Analysis of a research paper on TQM in hospital	
settings	
	Fărcaș, A. M., & Vuță, D. R. (2015). The Management By Objectives-Tool
	Used For Remodeling The Romanian Organizations' Managerial System.
	Daion D. C. Viller D. D. (2017). A Literature Daview on the Effectiveness.
	Rajan, R., & Kumar, P. R. (2017). A Literature Review on the Effectiveness
	of TQM Implementation in Healthcare Sectors (Hospitals & Medical Devices
	Servicing Industries). Asian Journal of Research in Social Sciences and
	Humanities, 7(8), 311-324
WAR DATE OF THE WAR AND A STATE OF THE STATE	M (2000) P 1 1 1 0 C 1 1 1 1
V. Applications of Management Tools for Health Organizations	Metilda, J. M., & Srinivasan, M. (2009). Balanced Score Card and its
- SWOT Analysis and steps in SWOT analysis	Relevance in Health Care. Adarsh Journal of Management Research, 2(1),
<u> </u>	61-68.
- PEST & PESTEL Analyses	
- Porter Five Forces Model	
- Balance Score Card	Latheridae I (2011) Understanding multipational commonics in multiplic hoolsh
- Management by Objectives (MOB) in healthcare	Lethbridge, J. (2011). Understanding multinational companies in public health
organization	systems, using a competitive advantage framework. Globalization and
Group work on: SWOT and PESTEL Analysis	health, 7(1), 19.
	SWOT and PESTEL: https://www.unicef.org/knowledge-
	exchange/files/SWOT_and_PESTEL_production.pdf
VII. Evaluation and Feedback	

Internal Examination-1 (20 Marks): Power point presentation on important management and organizational behavior topics such as Group Dynamics, Motivation, Leadership, PESTEL Analysis and Sig Sigma.

Internal Examination-2 (20 Marks): All students enrolled in the course are required to appear for a short-answer type written examination (1 hour). The assessment will examine student's ability to understand basic concepts, functions and principles of management and its application in managing health organizations and health programs.

End-Semester Examination – (60 Marks written examination)