



# *Concept of Management and Planning*

**Syahruramdhani, MSN., M.Sc**

**School of Nursing**

Medical Faculty and Health Sciences

Universitas Muhammadiyah Yogyakarta



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# Objective

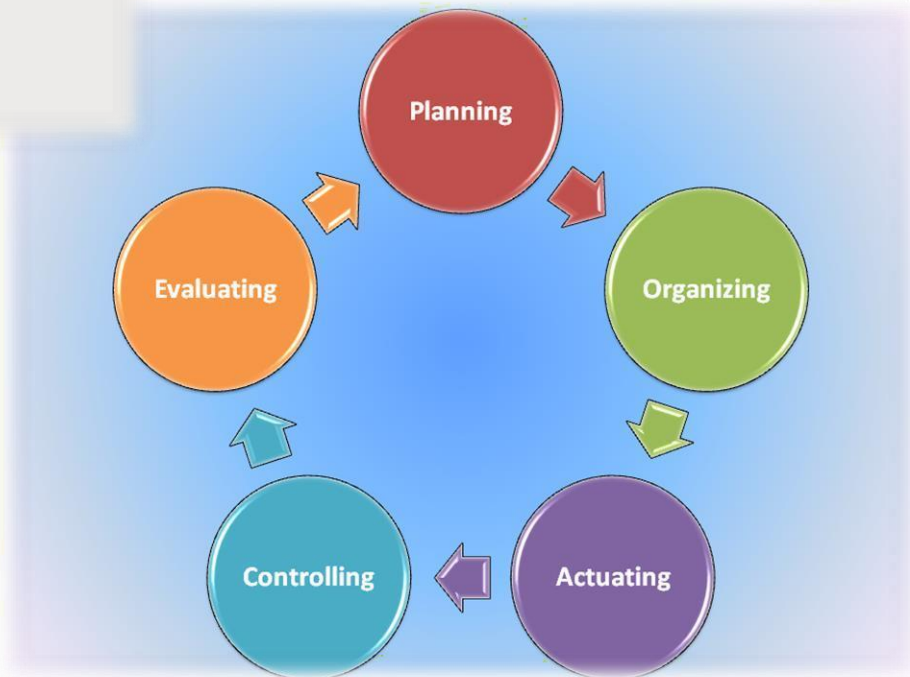
1. Planning: general theory and Islamic perspective
2. Goals of Planning
3. Type of planning
4. Process drafting the plan



# Background

1. Nurses is the biggest human resources at the hospital
2. The limitation of quality and quantity of Nurses
3. The differences of education level in Nurses
4. The role of Nurses in Patient safety as Accreditation indicators
5. The competition of hospital and satisfaction expectation





. . . he who fails to plan, plans to fail.  
—Anonymous



# General theory

- Planning is **critically important** to and precedes all other management functions.
- Without adequate planning, the management process fails and organizational **needs and objectives cannot be met**.
- Therefore, all planning involves **choosing among alternatives**



# General theory

- Planning is a technical managerial function that enables organizations to **deal with the present and anticipate the future**
- It is the **first and fundamental function** of management because all other management functions are **dependent on it.**



# Islamic perspective

But they plan, And Allah plans. And  
Allah is the best of all planners.

(AL-IMRAN 3:54)



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"The truth, which is disorganized, will be defeated  
by the falsehood that is well structured."

Ali Bin Abi Talib



# Goals

1. Increase the chances of success
2. Stimulate analytical thinking
3. Prevent crisis management
4. Facilitate critical thinking and make decisions flexibly.
5. Improve staff engagement and communication
6. Guarantee cost effective



# TRUE OR FALS

1. Reactive is future oriented planning
2. Preactivism planning occurs after a problem exists
3. Short term planning is a year – 5 years
4. The long term plans are made by the head of the room, team leader/primary nurse and the implementing nurse.
5. The Annual Plan was usually made by the head of ward.



# Type of planning

Reactive (occurs after a problem exists)

Inactivism (preventing change and maintaining conformity)

Preactivism (future oriented)

Interactive/Proactivey (consider the past, present, and future)



# Type of planning

Short term (hours to a year)

Middle term (a year – 5 years)

Long term (3-20 years)



# Type of planning in Ward

- The **Daily Plan** is a plan that contains the activities of each nurse made every day according to its role. Plans are made by the head of the room, team leader/primary nurse and the implementing nurse.
- **Monthly Plan** is a plan that contains activities in one month. This plan should be in sync with the daily plan. This plan is usually made by the head of the ward and the team leader/primary nurse.
- **The Annual Plan** is a plan that made once every year, which is made based on the evaluation results of the year's activities. Previously, this plan was usually made by the head of ward.



# Process drafting the plan



**FIGURE 7.1** The planning hierarchy.



No	Masalah	Uraian Kegiatan	Tujuan	Sasaran	Waktu	PJ
1.	Kurang nya upaya perawat dalam pencegahan risiko jatuh di bangsal Raudhah	Membuat penanda risiko jatuh untuk papan nama pada ners station bangsal Raudhah	Untuk meningkatkan pencegahan risiko jatuh pada pasien bangsal Raudhah.	Semua perawat dengan di bangsal Raudhah	13-25 November 2023	Aula, Galuh, Fifi





No	Masalah	Uraian Kegiatan	Tujuan	Sasaran	Waktu	PJ
1.	<u>Kurangnya upaya perawat dalam pencegahan risiko jatuh di bangsal Raudhah</u>	<u>Membuat penanda risiko jatuh untuk papan nama pada ners station bangsal Raudhah</u>	<u>Untuk meningkatkan pencegahan risiko jatuh pada pasien bangsal Raudhah.</u>	<u>Semua perawat dengan di bangsal Raudhah</u>	13-25 November 2023	Aula, Galuh, Fifi

NO	MASALAH	KEGIATAN	TUJUAN	SASARAN	WAKTU	METODE	TEMPAT	KPI	PJ
1.	Perawat belum secara maksimal dalam melakukan <i>five moments</i> cuci tangan	Sosialisasi dan monitoring terkait <i>five moments</i> cuci tangan setiap shift	Perawat dan mahasiswa dapat melakukan <i>five moments</i> secara lengkap	Perawat dan Mahasiswa	20 Oktober – 1 November 2023 Setiap shift	Sosialisasi dan Monitoring	Bangsal Ar-Royan	100% perawat dan mahasiswa mampu melakukan <i>five moments</i> pada setiap shift	<b>Agni Ayun</b>



# Characteristics of objectives

- Specific
- Measurable
- Realistic
- Defined time period/Time



# References

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Alhamdulillah  
THANK YOU



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