



The Principles of Management: Directing

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Objectives

1. Basic Concept of Directing: General Theory and Islamic Perspective
2. Nursing Manager Activities in Directing Function
3. Indicator of Excellent Directing
4. Steps of Supervision in Ward
5. Directing Practice in Ward based on Accreditation Standard



Basic Concept of Directing: **General Theory** and Islamic Perspective

- Directing means **encouraging subordinates** to work toward achieving company objectives



Basic Concept of Directing: **General Theory** and Islamic Perspective

- It is the human-people to people aspect of managing by which subordinates are **motivated, persuaded and led** to **effectively and efficiently** contribute towards realizing the very reasons for which the enterprise or the company has been established.



Basic Concept of Directing: **General Theory** and Islamic Perspective

- Directing is about the **actuation** of the methods to work efficiently **to achieve the set organizational objectives.**



Basic Concept of Directing: General Theory and Islamic Perspective

- *And let there be [arising] from you a nation inviting to [all that is] good, **enjoining what is right and forbidding what is wrong**, and those will be the successful (QS. Ali Imron: 104)*
- *[He has made it] straight, to warn of **severe punishment from Him and to give good tidings to the believers** who do righteous deeds that they will have a good reward (QS. Al-Kahfi:2)*





Basic Concept of Directing: General Theory and Islamic Perspective

- *The parable of the believers in their affection, mercy, and compassion for each other is **that of a body**. When any limb aches, the whole body reacts with sleeplessness and fever (HR. Muslim)*
- *He who calls others to follow **the Right Guidance will have a reward equal** to the reward of those who follow him, without their reward being diminished in any respect on that account (HR. Muslim)*



Nursing Manager Activities in Directing Function

- **Giving directions** is the first activity and suggests that directions should be clear, concise and consistent and should confirm to the requirements of the situation.
- **Supervising** is concerned with the training and discipline of the work force. It also includes follow up to ensure the prompt execution of orders.
- **Leading** is the ability to inspire and to influence others to the attainment of objectives



Nursing Manager Activities in Directing Function

- **Motivating** is the set of skills the manager uses to help the employee to identify his/her needs and finds ways within the organization to help satisfy them.
- **Communicating:** involves the what, how, by whom, and why of directives or effectively using the communication process.



Indicator of Excellent Directing

1. Unity of Command
2. Comprehensive Information
3. Direct Relationship
4. Informal Situation



Steps of Supervision in Ward

1. Provide employees with the tools they need to do their jobs
2. Provide employees with the training they need to do their jobs.
3. Help employees set goals to improve their performance.
4. Become a resource
5. Hold staff accountable



Directing Practice in Ward based on Accreditation Standard

1. Supervising
2. Negoitating
3. Problem solving
4. Communicating
5. Motivating



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Alhamdulillah
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