

## DEVELOPMENT AND VALIDATION OF WORKBOOK IN NURSING LEADERSHIP AND MANAGEMENT

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**Abstract:** The aimed of the study was to create a workbook that would help students at the College of Nursing and Allied Health understand nursing leadership and management principles and competencies. The workbook was created to cover the ideas in the subject that are the least understood and utilized. The workbook's creation was evaluated by the researchers using NCM 119: Leadership and Management in Nursing as a case study. The workbook's contents are organized based on the subject's fundamentals, and its many learning exercises are in line with clinical practice. The workbook's supporters hope that in addition to imparting knowledge, it will enable students to build critical thinking and analysis abilities that will be useful while managing clients or patients in a variety of settings or clinical scenarios as a nurse manager or leader. Additionally, the researchers think that the workbook has the power to change students.

**Keywords:** workbook, leadership, management, student nurses

### INTRODUCTION

The curriculum of the Bachelor of Science in Nursing (BSN) program consists of 22 Nursing care management (NCM) Professional courses with an emphasis on nursing concepts with Related Learning Experience (RLE). Nursing Leadership and Management with a total unit of 72 hours of lecture and 153 hours of nursing laboratory per semester. It is a professional subject that further needs to develop the student's competency in handling the area or unit alone once they become a registered nurse.

The proponents developed the Workbook because the Philippines has a limited number of Filipino authors writing a book on Nursing Leadership and Management relating to the Philippines setting. Secondly, the proponents want to have this Workbook for student utilization to familiarize the different task activities of a nurse leader in the clinical setting and, lastly, to develop a workbook organizing nursing students' outputs in their related learning experiences of being a nurse leader and manager.

The newfound conceptualization to leading has focal point along learners and this can evolve leaders' acquisition from the starting time of the nursing program to transformation of the basic function.

This Workbook initially take educate through with the underpinning cognition and hypothesis and then through pragmatic acquisition to aid them sympathize each facet of leadership and how it is critical to stipulate attribute care to patients in respective environments and settings. Concrete narration from nursing leadership, professional, and students enclosed in the basic cognitive process invigorate students and show them how they can positively impact preparation, whatsoever unwavering they are employed. The fundamental dimension of the proposed Workbook divides into two parts: a) the nursing management process, such as the planning, organizing, directing, and controlling where the real-life focus, grounded in everyday activity, Video and actual group discussion with nurse leaders and students on the familiar website or face to face and others b.) management of patient care, where activities assist students contemplate on their practice and about themselves. With piles of proceeding and information to help students comprehend how concept link to exercise, advance linguistic process and links to written material in both the publication and the familiar website help students delve profound and modify measures. \According to the National Education Act (Ministry of Education, 2542:30-31), instructional materials' needs and uses are considered significant factors for successful teaching and learning. Teachers must select the teaching tools and materials for the learners. The school emphasizes providing modern and effective teaching instruments and

materials to support the efficiency of learning activities. After implementing this act, it was reported that the instructional materials motivated the students, and they better understood the lessons using them. Moreover, they used instructional materials such as workbooks to give direct experiences in learning and using the language.

In addition, Lyne Omega (2022) states that Workbook is an instruction material that can influence students' acquisition. The Workbook should correspond directly with the primary text and have exercises proportionate to the lesson. Using workbooks, teachers may assess their students in their acquisition of knowledge, and from that, teachers can quickly ascertain how to help the students foster. Workbooks are essential for an excellent teacher to proceed with such methods of making learning more fun.

The study by Yasar Demirel, presented a new "workbook strategy." Such a scheme may lessen the mismatches between learning and teaching form and amend active learning, critical thinking, and problem-solving skills. Nearly, the students exposed to the workbook strategy have found it precisely efficient in their learning.

From that, the researchers would like to know the views of four-year college students on using workbooks in NCM 119 and the related learning experience. They wanted to know the benefits they get from using Workbook and how it helps their learning. Moreover lastly, it will serve as an income-generating project for the College of Nursing and Allied Health.

Subsequently, the study started in Jan 2022, underwent LSPU Review and Critique committee, and was completed and presented before the end of November 2022.

### METHODOLOGY

This descriptive-developmental educational research focused on developing instructional material in the form of an alternative workbook to facilitate learning of the least-learned and least-practiced concepts and skills of students in the Leadership and Management of the College of Nursing and Allied Health.

### RESULTS AND DISCUSSION

The proponents assessed the development of this Workbook when they handled the subject NCM 119-Leadership and Management in Nursing from the old curriculum CMO 14, 2009 to CMO 15, 2017, a combination of lecture and clinical experience. They saw the need to develop this Workbook to be able to help students to understand well the concepts of the subject from theory to practice.

The clinical focus progresses from the old curriculum to the latest one to be able to update the need of the student to practice nursing leadership and management in the clinical setting by applying knowledge, skill, and attitude.

The Workbook contents arrange according to the concepts of the subject with different learning activities congruent to clinical practice. With this, a student could develop not only knowledge but more on their critical thinking and analysis in handling clients/patients in different situations or clinical scenarios as a nurse leader or manager.

Furthermore, the proponent wants to transform and be the change agent for future nurses and future leader as well, in the field of nursing profession of Laguna State Polytechnic University, College of Nursing and Allied Health. Being competent in the nursing process involves inquisitive assumptions, opinion, and values and considering binary points of view while always seeking to substantiate logical thinking. Nurses must always get into the habit of thinking and reflecting.

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