

# ANALYSIS OF THE MANAGEMENT OF THE INSTRUCTIONAL-EDUCATIONAL PROCESS IN THE TRAINING OF GENERALIST NURSES

Marilena, Peichea (Constantinescu)<sup>1</sup>

## **Abstract**

*The school encourages, through the rules and procedures established by consensus, through the responsibilities and roles freely assumed, through the procedures and tools for monitoring and evaluating the process - a different type of intelligence compared to the traditional educational approaches; instead of resorting to the recognition of knowledge or the manipulation of details, the school focuses on the ability of participants to learn, to understand the situation - the problem they face. Most teachers and students are interested in learning useful and relevant information and practicing skills as necessary. Generalist nurses provide treatment, assistance and care for people in need of medical care as a result of the effects of aging, injury, illness or other physical or mental impairment or potential health risks. They assume responsibility for the planning and management of patient care, including the supervision of other health care workers, working independently or in teams with physicians and others in the practical application of preventive and curative measures.*

*Keywords: management, instructive-educational process, training, general medical assistant*

JEL Code: M53, I21

## **1. Introduction**

Strategic educational management is a modern form of management, focused on anticipating changes and changes that must be made within the school organization and in its interactions with the environment in which it operates, to avoid producing situations where the services offered by the organization become outdated or inconsistent with the proposed changes. (Gherguț, 2007)

The quality assurance of education is achieved through a set of actions to develop the institutional capacity for the elaboration, planning and implementation of study programs, through which the confidence of the beneficiaries is formed that the organization providing education meets the quality standards. Quality assurance expresses the ability of a provider organization to provide education programs, in accordance with the standards announced. (Dima, 2006). It is thus promoted to lead to the continuous improvement of the quality of education.

## **2. Analysis of the management of the instructional-educational process in the training of generalist nurses**

The organization provides students with a safe and harmonious environment that offers support. The learning spaces are adequately equipped, responding to the collective and individual needs of the students. The resources, teaching methods and related spaces allow the active access and participation of all students. The hiring of the personnel is made according to clear criteria (minimum standards regarding qualifications and experience) of recruitment and selection, the organization defines a job sheet, makes available to the staff initiation and continuous training programs. The organization is responsive to the needs of individuals, economic agents and the community (external stakeholders), but also to the different needs of students (internal stakeholders). The organization is permanently concerned with the design and development of study programs that respond to the needs of stakeholders, programs that place the student at their center of interest. They have a character of social inclusion, ensuring access and equal opportunities for students. The specialized teacher must know how to

---

<sup>1</sup> PhDstudent, Valahia University of Targoviste, coctav54@yahoo.com

communicate with the students, verifying if it has been understood, to facilitate the assimilation of knowledge, to know how to activate, to energize the group of students that has certain characteristics and a certain evolution, that is to say, their own dynamics. In other words, the teacher must demonstrate flexibility, which will allow him to easily adapt to the characteristics of the group of students he is training. In the process of training future nurses the teacher must meet the need to learn the students, looking for solutions to meet these needs, both in the courses (theory and practical training) and in the clinical stages. In return, future nurses must know all aspects of care in order to intervene in order to defend and maintain health as much as possible.

The definition presented by the World Health Organization (WHO) and the International Nursing Council (ICN) states that: Nursing is an integral part of the health care system, comprising: health promotion; disease prevention; caring for sick people (physically, mentally, disabled) of all ages, in all health units, community settlements and in all forms of social assistance. The activity of information and health education of the public should encourage people to want health, to seek the means to obtain it and to maintain it. The informational flow disseminated through different forms of mass media has increased the level of understanding on diseases, on the therapeutic means of improvement and healing and has led to the increase of the demands regarding the problems of individual and community health.

Analyzing the management of the educational instructional process in the training of the medical assistant the authors found the following:

- The nurse is prepared through a study program including: health promotion, the prevention of illnesses, the care of the patients regardless of age and in any health unit or in any situation at community level.

- The nurse is trained and authorized: to carry out health education, to participate as a full member of the team in the health system, to supervise and train the future nurses and auxiliary staff, to be involved in research.

- The general nurse has: a multidisciplinary training, mastering basic skills, knowledge of psychology (to know how to encourage), a proper attitude towards patients and their family, the concern to understand what others feel (empathy ability).

- The nurse is a person who: has completed a complete training program, passed the exams successfully, meets established standards and is authorized to practice this profession.

The essential role of the nurse is to help the sick or healthy person, to maintain or regain their health, or to assist him in his last moments.

The mission of nurses is to perform functions that promote and maintain the health, but also to prevent illnesses. Nursing also includes planning and providing care during illness and convalescence and encompasses the physical, mental and social aspects of life to the extent that they are related to health, illness, disability and death.

Nursing is both an art and a science that requires the understanding and application of the knowledge and skills specific to the discipline. The nurse assumes responsibility and exercises the necessary authority for the direct provision of health care. He is a freelance practitioner responsible for his benefits.

The functions of the nurse derive directly from the mission of the nurse in the society. These functions remain constant, regardless of place (at home, at work, school, university, prison, refugee camps, hospital, clinic for the provision of first health care or other places) and the time they provide nursing care, the medical status of the individual or group he will serve or the resources available to him.

### **3. A conceptual model of the nursing profession**

To help the individual, whether he is sick or healthy, to find his way to health or recovery and to use every action to promote health or recovery, provided he has the strength,

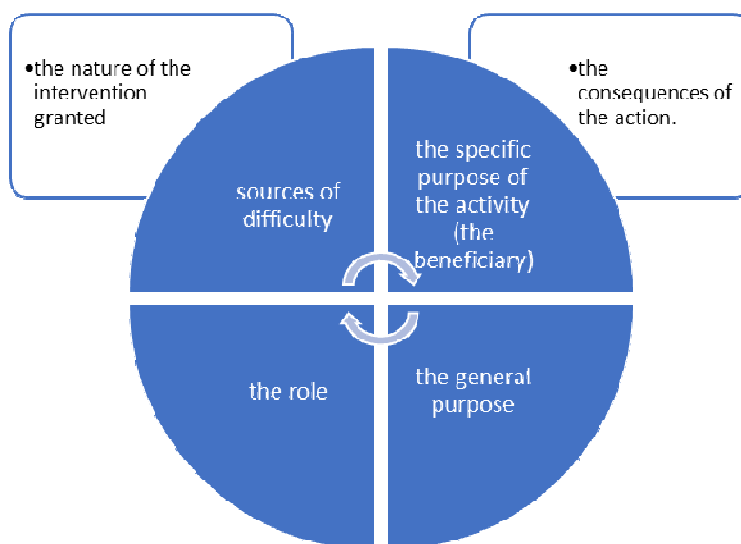
the will or the knowledge, necessary to do it and to act in such a way that it will take care of itself as soon as possible.(Henderson, 1996)

In our opinion, in order to exercise the profession of generalist nurse, he/she must have the following practical knowledge and skills:

- scientific knowledge (accumulated during the training of the medical assistant and which helps him to understand the human being in its physical, intellectual, affective dimensions);
- technical knowledge and skills that refer to the methodical and scientific procedures that serve to promote health and combat diseases;
- relational skills that refer to the ability of the nurse to establish relationships with patients, to create a climate conducive to warm human relations, to collaborate with the patient's surroundings, to work in a multidisciplinary team and to work in the community ;
- ethical skills (they are related to the set of norms and principles regarding the moral values of the person and the profession, which regulates the good behavior of the nurse;
- legislative knowledge that refers to the regulations and directives provided by law in order to protect the nurse and the patient).

In addition to practical knowledge and skills, the nurse must know the conceptual model of nursing, as well as the scientific approach.

A conceptual model is a set of concepts, a mental image that favors the representation of reality. In order to define the conceptual framework of the nursing profession, a series of elements must be specified(see figure 1).



**Figure 1: The conceptual framework of the medical profession**

Source: in the author's vision

#### 4. Conclusions

The school is a highly differentiated organization (by levels and years of studies, by classes and groups, by types of school units) but also highly integrated - the transition from one organizational structure to another, being the subject of very precise conditions.

In order to achieve a quality finished product, that is, the educated man, a very close collaboration between the organizational elements is necessary and, as a result, the organizational substructures must be clearly defined, as well as the role of each one (the links between them, through unclerness leading to dysfunctions major.

The members of a learning organization participate actively in the learning not because they are required by the authority or they are required from outside, but because they want to explore the situations listed by agreement on the group agenda. Community nursing is not only a synthesis of nursing practice and health education, but it aims to maintain and stimulate population health. The care is continuous. The care is oriented on the individual, the family, the group, contributing to the health of the entire population of the respective area.

**Bibliografy:**

1. Dima I.C., (2006), *Sisteme manageriale în învățământul preuniversitar*, Craiova, Editura Arves, p. 91
2. Ghergut A., (2007), *Management general și strategic în educație*, Iasi, Editura Polirom, p. 116
3. Henderson Virginia, (1966), *The Nature of Nursing*, New York, Macmillian
4. Man M., (2006), *Eficiența activității manageriale în învățământul preuniversitar*, Bucuresti, Editura Arves
5. Smeltzer S.C., Bare B.G. (1992), *Medical and Surgical Nursing*, Philadelphia, J.B. Lippincott Co.;
6. International Council of Nurses, available at <https://www.icn.ch/who-we-are/icn-mission-vision-and-strategic-plan>(accessed 26 September 2019)
7. World Health Organization, available at <https://www.who.int/publications/guidelines/atoz/en/> (accessed 26 September 2019)