Management of Nursing Services and Education

UNIT-3
SUPERVISION

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Supervision has been defined as cooperative relationship between a leader and one or more persons to accomplish a particular purpose.

Lambertson

Supervision is a kind of teaching which involves advising, helping, inspiring, leading and liberating.

-*Jean Banett*

Objectives of supervision

Delivery of high quality of care.

Help in development of the staff to their highest potential.

To interpret policies, objectives, needs for the organization and to suggest ways and means to improve them.

To co-ordinate and co operate services.

To develop standards of service and methods of evaluation of personnel and services.

To assist in problem solving.

Functions of supervision

Administrative
Teaching
Helping
Linking
Evaluation

Principles of Supervision

1. Supervision is an ***ongoing*** process.
2. Supervision generates and guaranties ***quality of services*** rendered.
3. Supervision ***co-ordinates and unifies*** efforts of staff.
4. Supervision ***respects the individuality*** of the staff members.
5. Supervision ***differ*** from staff to student.
6. Supervision strives to make the unit a ***good learning*** situation.
7. Supervisors must possess sound ***professional knowledge***.

Stages of supervision

Stage One – Preparation for supervision

Stage Two – Supervision

Stage Three - Follow up of supervision

Methods of supervision

Technical Vs Creative supervision

Co –operative Vs Authoritarian supervision

Scientific Vs Intuitive supervision

Styles of supervision

Mainly 5 types are there,

    Task centered

    Employee centered supervisor

    Autocratic or critical supervisor

    Benevolent supervisor

    Democratic supervisor

Techniques and tools of supervision

Observation
Supervisory rounds
Individual and / or group conferences
Check list
Rating scale
Written polices and printed manuals

References

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