

Inter-school Program of Study MSc in Health Management

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The Program is supported by Faculty from the School of Economic Sciences and Administration and the School of Health Sciences

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Master of Science in Health Management

3 Terms Full-Time, European Credit Transfer and Accumulation System, ECTS



Aims:

The MSc Program in Health Management is designed to prepare the next generation of senior managers and leaders in the Health Sector for a successful career as well as for further study at the doctoral level. The emphasis is on health management methods and practices in an international and local setting and the program draws on an emerging body of knowledge and evidence to allow comparisons across different health systems in different countries.

The challenges that health systems face today envisage restructured modes of the health care delivery system with planning and management taking the lead in maintaining and improving public health. This policy agenda emphasises strongly the need for good leadership, and within that requires the development of the appropriate personnel equipped with a vision of and skills in management, adjusted to the needs of delivery of public health services for the 21st century. This new program is designed to assist the achievement of that aim. It builds on the research and teaching strengths so as to ensure that graduates will be able to improve the operation and efficiency of health services on the basis of a sound understanding of theories and practices of management and public health.

This program aims to provide a multidisciplinary, critically analytical and practice-based approach to the main challenges and issues in health management, planning and policy which the providers of health and health-related services in Cyprus face today.

The program is suitable for all health professionals: medical, nursing, administration planners and managers, working in or having responsibility for the management of health care services and units in state, institutional or community settings.

Objectives:

The program aims to achieving the following objectives:

- To provide graduates with a sound understanding of complex health systems across the world focusing on the European and Hellenic / Cypriot health care system
- To develop sector-specific management knowledge together with the technical and managerial skills to successfully pursue a career in the health sector
- To support the development of the next generation of senior managers and leaders in the Hellenic/ Cypriot health sector
- To support the development of a skill set to manage health entrepreneurship, innovation and change
- To enable students to acquire critical appraisal skills for evidence based decision-making

Mode of Study and Duration

The mode of study is the credit accumulation system. The duration of the program is three terms full-time.

Program Structure and Definition

The structure of the Master of Science in Health Management is based on the European Credit Transfer System (ECTS). The Program requires the completion of 90 ECTS credits and comprises of required courses. Students must complete ALL courses and obtain 90 ECTS. The distribution of Program subjects can be seen in the table, where all subjects are listed.

The Program has been conditionally approved by the Evaluation Committee of Private Universities (ECPU).

The program requires the completion of 90 ECTS credits and comprises of required courses and a dissertation

	ECTS
Required Courses	70
Dissertation	20
TOTAL	90

Required Courses	ECTS	Hours
MHM501 Health Systems and Health Policy (and the Hellenic / Cypriot Health System)	4	2
MHM502 Introduction to Management and Management of Health Services	6	3
MHM503 Human Resources Management in Health Organisations	5	3
MHM504 Marketing in Health Systems and Services	5	3
MHM505 Public Health and Management of Public Health Services	6	3
MHM506 Evaluation of Health Systems, Services and Public Health Programs	4	2
MHM507 Health Quality Management	5	3
MHM508 Operational Management and Logistics	5	3
MHM509 Health Economics: The Economics of Public and Private Health Sector and Pharmaceutical Care	5	3
MHM510 Social and Behavioural Aspects of Health Management	5	2
MHM511 Financial and Economic Management of Public and Private Health Services	4	3
MHM512 Health Law and Ethical Issues	6	2
MHM513 Health Information Systems	6	3
MHM514 Research Methodology	4	3
MHM515 Dissertation	20	

Description of Courses

MHM501: Health Systems and Health Policy (and the Hellenic / Cypriot National Health System), ECTS 4

This course is designed to familiarize students with some of the basic concepts of the organization of the Health Care System. More specifically, the structure of the Delivery and Financing of the systems will be described: the dynamics of the health care system and the interaction of providers (hospitals, physicians, etc), patients, and sources of health care financing (taxation and social and private health insurance etc). Definitions of health and illness, as well as the historical context for developments of our health care system are discussed and debated. The course concludes with a discussion on trends that could impact the health care system in the future. The historical development of the health care system will be illustrated. Management issues and options related to delivery, financing, quality, efficiency and access to health care services will be explained within the perspective of Health Policy. Reference will be made to different "models of Health Care Systems (USA and Europe)" with specific analysis of the Health Care System in Cyprus and its new developments, as well as an insight to the Greek National System.

MHM502: Introduction to Management and Management of Health Services, ECTS 6

This course will start with an introduction of the general management principals and draw upon perspectives developed in the field of management theory and organizational behaviour. The aim is to examine management and leadership topics within the unique context of health services organizations. The Health Services Management course will demonstrate the variety and complexity of the manager's role in guiding complex health services organizations, including issues related to motivation, work design, and job satisfaction. Students will acquire the knowledge and skills needed to understand and effectively manage individuals and groups within health services organizations.

MHM503: Human Resources Management in Health Organisations, ECTS 5

This course subject introduces the domain of Human Resources Management and it describes the development of Human Resources in the health sector. In subsequence it analyzes the processes of Programming and Planning of human resources emphasizing on the prediction of needs and the analysis and description of duties. What follows through is the procedure of employees' recruitment with a particular reference on recruitment methodology. Furthermore, there is reference to the evaluation of personnel performance and following this reference, there is a motivation theories' presentation, the types of motives and the motives policy of human capital of health care organizations. In the framework of human resources development, training and education are analyzed with a specific reference on planning, on methodology and on training venues. Finally, there is a reference on health and safety of health care organizations staff.

MHM504: Marketing in Health Systems and Services, ECTS 5

The aim of the course is to introduce students to the key marketing concepts and to develop participants understanding of the principles of marketing analysis in the specific domain of the delivery of health care services. The course will foster a deeper understanding of the factors that influence health and well-being, through an analysis of economic, social insurance, medical, legal and public health issues and relate them to marketing practices and policies. Concepts and terms such as prices, competition, promotion, product quality and others will be interpreted and ways of usage in health care and health care organization will be suggested. The course will review and evaluate current developments in health marketing as related to social issues such as marketing ethics, corporate social responsibility, consumerism, and governmental policy. The aim is to enrich and build participants' knowledge as a base for a successful career in the health industry or the public services or for further research study.

MHM505: Public Health and Management of Public Health Services, ECTS 6

The course will provide knowledge which contributes to answer the two basic questions: What is Public Health and what is the Management of Public Health Services and Programs. Towards these the course will deal with the factors which determine health and health state of the population, describe the epidemio-

logical domain and reality, give the methodology of health promotion and prevention programs, describe the structure and functioning of public health services and analyse the principles and methods of organization and management of public health services. The course will explain also the approaches in planning, managing and evaluating public health programs in the field of prevention and hygiene protection.

MHM506: Evaluation of Health Systems, Services and Public Health Programs, ECTS 4

Evaluation and measurement of performance of a health system and health care services is an invaluable tool in carrying out effective management of services and introducing corrective actions and new health policies. The aim of the course is to introduce students to principles, criteria and methods of performance measurement in health care: quality and appropriateness of care, patient outcomes, responsiveness and patient satisfaction, efficiency and productivity and other. Issues of evaluating health programs in Primary Health Care such as prevention programs (screening, health promotion, hygiene and public health protection, vaccination, etc) will be covered with reference also to case studies.

MHM507: Health Quality Management, ECTS 5

The issue of quality has gradually acquired a top placement in nearly all health organizations of both the public and the private sector. Health managers are confronted with the task to apply certain quality patterns and international standards. The course provides to students the necessary skills to confront the above challenges. In this framework, the course reviews the rules and applications of quality management in the health sector and it analyses the relevant regulations and processes. It also focuses on, examines the current EU and national rules, directives and regulations and their applications in the national health system. In addition, it provides and equips students with the necessary methodological, practical and theoretical tools which exist in Health Quality Management: quality assurance, auditing, Total Quality Management (TQM) and other methods developed and used today.

MHM508: Operational Management and Logistics, ECTS 5

The course provides students with an in-depth understanding of the complexities of managing operations and supply chains in the health sector. The emphasis of the course is a critical evaluation of the principal Processes in the provision of health care services: medical care, public health etc. A thorough introduction to some basic Methods and Techniques in the management of health care units and process will be made. The principal focus is on the health public sector, the course, however, will also examine these processes in the context of the private health sector.

MHM509: Health Economics: The Economics of Public and Private Health Sector and Pharmaceutical Care, ECTS 5

The aim of this course is to introduce students to the concepts and tools of economics as applied to health care sector: public and private. The subjects to be covered will be extended to the basic principles of economics: supply and demand, resources allocations, consumption and consumer preference and other. The health care insurance market will be critically examined and an analysis of the health expenditure: public and private, will be presented. Issues also of cost containment, incentives and ways of payment will be covered. Special treatment will be given to the subject of economics of pharmaceutical care: expenditure, prices, regulation policies, cost containment policies, etc.

MHM510: Social and Behavioural Aspects of Health Management, ECTS 5

This course is designed to familiarize students with some of the basic concepts and ideas concerning the Social and Behavioural Aspects of Health Management. It provides a view to equip students with an advanced understanding and critical appreciation of the conceptual models that underpin the human communication process, the complex nature of health psychology, the phenomena of conflict etc. Cases studies of health psychology and its sociological perspectives are examined in depth in order to understand the impact and importance of behaviour aspects in health management.

MHM511: Financial and Economic Management of Public and Private Health Services, ECTS 4

The course aims to deepen your understanding of the strategic management of health organisations. The course builds on the core Health Management course and adopts the point of view of the executive team and considers the entire health system as a single entity. The course also enables students to review and apply various theoretical principles associated with strategic analysis. The Course covers the following parts: Hospital Management, Costs for Control, Budgeting and Planning Control, Accounting Systems, Performance Measurement, Working Capital Management, Cash Flow and Flow of Funds, Investment Appraisal Methods, Sources of Finance, Hospital Finance and Governance.

MHM512: Health Law and Ethical Issues, ECTS 6

The course will give and describe the legal framework within which functions the delivery of health care. An emphasis will be given to identifying the principles that guide ethical decision making in health and clinical practice, present an overview of a malpractice lawsuit, elements of healthcare negligence, record-keeping and patient liability and other relevant issues. The course will also illustrate extent and development of Patients Rights with reference to real case studies.

MHM513: Health Information Systems, ECTS 6

This course in view of the extended applications of computer information systems in health services provides a managerial perspective to managing information systems in the health sector. It also examines the role and contribution of information systems to organisational health strategy. The course also develops the understanding of the development and implementation of information systems and focuses on: The Essence of Information Systems, Strategic Information Systems, Information Systems Initiation and Development. The areas and services in the public and private health sector where computerized information systems can be developed and the value and use of these systems in improving the efficiency of health services will be explained through also practical case studies.

MHM514: Research Methodology, ECTS 4

This course will provide to students the necessary skills in order to be able to carry out measurement and investigation analysis and research work in their field of activity. The course will start with an in-depth understanding of key principles of research design and strategy in health management areas and public health and epidemiology, including the process of formulating research problems. The course will continue to develop the methods and techniques of research methodology: survey design and survey questionnaire, sampling, handling and analyzing data (through statistical methods e.g. PSS), reporting and disseminating results etc. A course in health management requires also knowledge of the nature, scope and relationships between quantitative and qualitative research methods and their appropriate selection and use.

MHM515: Dissertation, ECTS 20

The MSc Program culminates in a 15,000 word dissertation (double course) under academic supervision which provides an opportunity for students to investigate in greater detail a subject that have already studied as part of their MSc program. Students will be expected to deal with their chosen topic in a competent and scholarly manner, and to display critical discrimination and a sense of proportion in evaluating evidence and use of bibliography. The investigation of the chosen subject will be usually an empirical study and an analysis of the data following the appropriate research methodology- except in the cases where it is agreed a dissertation to take the form and cover an analytical review of a health management area or problem.

