Management studies for doctors in specialization training

In Finland, the postgraduate curriculum for doctors' specialization training was restructured regarding the management studies in 2008.

The doctors doing the specialization training in University of Tampere have opportunity to take management studies program of 30 ECTS:

- Theoretical studies module (10 ECTS), a compulsory part of doctors' postgraduate studies
- Advanced management studies (10 ECTS)
- Supplementary management studies (10 ECTS).

The theoretical multiprofessional social- and health management studies, which are based on national curricula:

- Organizational operation and management (OM)
- The social and health care system (SHS)
- Human resources management (HR)
- Interaction and organizational communications (IC)
- Health care economy (HE)
- Law and data administration (LIDA).

The flexible design of the program enables the specialist trainees to participate to the management studies near the hospital where they are taking their clinical study period.

Pedagogical solutions used for each study module include academic lectures on the theoretical bases, the integration of theories into health care practices, as well as, student-inspired workshops based on preliminary reading materials. Furthermore, the virtual learning environment (Moodle) is used e.g. for completing online assignments.

Students have an option to extend their competence in social- and health management:

- The advanced management studies (10 ECTS) are constructed of five tutored assignments (2 ECTS each) based on distance learning assisted with virtual learning environment (Moodle).
- The content of advanced management includes modules such as managing professionals, economy of a health care unit, project management, and ethics in HR management.
- The module of supplementary studies (10 ECTS) is partly based on recognition of prior learning.

Students are free to plan the timing, order of the study modules and place of the participation. The execution of management program has enabled the pedagogically diverse and good quality education for a total of 900 students.

LESSON LEARNED

In particular, the flexibility of the program, possibility to have education near to the students, as well as, options for distance learning has gathered very positive feedback.

Young doctors are very conscious of the need of management skills in addition to the medical competence. In the last few years we have noticed a growing interest in management studies.