



PhD in Management

Title of the course: Performance and health management

Lecturers:

Prof. Sabina Nuti (s.nuti@sssup.it);

Dr. Milena Vainieri (m.vainieri@sssup.it)

Short description of the course:

The course aims at providing PhD students with the fundamental components of health management and their impact on performance. The course is arranged into four full days of lectures and a seminar series. Lectures will include theoretical issues, the recent development in health service research but they will mainly be based on case analyses, students' presentations and role playing.

Student commitment

Upon enrolling into this course, students commit to come to class prepared to comment on the readings, where required. During the course students will be divided into study groups, which will deliver in-class presentations.

Attendance is compulsory for the lectures while the seminar series is voluntary.

The course will take place from 9 am to 17 pm in Room 1, Istituto di Management, Pisa, Piazza Martiri della Libertà, 24 on:

Date	Title	Main Topics	Hours
14th March 2013	Title: Planning and control systems in healthcare sector	<ul style="list-style-type: none"> ○ Relationship between strategic planning and control system ○ Multidimensional approach in the planning process ○ Planning and control for public and private health system: differences and similarities 	7.5
15th March 2013	Title: Performance measurement system and their characteristics	<ul style="list-style-type: none"> ○ Methodologies for setting targets ○ Methodologies to measure results in benchmarking ○ Weakness and strengthens of different approaches and gaming risks 	7.5

21st March 2013	Title: Strategies to orient organizational behavior	<ul style="list-style-type: none"> ○ Pay for performance systems in healthcare ○ Human behavior and motivation ○ Structure of different schemes of the incentive systems 	7.5
22nd March 2013	Title: Comparative analyses on reward systems in public sector (invited speaker: prof. Giovanni Valotti)	<ul style="list-style-type: none"> ○ State of the art of CEO's reward systems in the Italian Health Regional System ○ Reward system in the public sector: first evidence from the Tuscany Region ○ The role of the independent evaluation body 	7.5

Final Examination

The final evaluation will be based on three issues:

- Participation at the courses;
- Group presentations;
- Individual assignment.

Readings

Required readings will be distributed electronically by instructors.

SEMINARS (no compulsory)

Seminar series: Financial incentives and motivational levers to move performance in health care sector.

Date (between April and May)	Title	Guest speaker	Hours
9 April 2013 Time: 18-20	Outcome evaluation and managerial perspectives: discussion on the case of the Piano Nazionale Esiti	Carlo Alberto Perucci Epidemiology department of Lazio Region	2
16 April 2013 Time: 9-13	<p>The power of collaboration on motivation, uncertainty and performance in healthcare sector:</p> <ul style="list-style-type: none"> ● What happens at the macro level: the case of the Italian national center of transplant ● What happens at the meso level: the inter-hospital exchange <p>The power of ICT and human resources tools on collaboration and motivation:</p>	<p>Milena Vainieri (moderator)</p> <ul style="list-style-type: none"> ● Roberto Dandi (LUISS University) ● Fausto Di Vincenzo (Pescara-Chieti University) ● Paola Zappa (Bicocca University of 	4

Laboratorio Management e Sanità
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	<ul style="list-style-type: none"> • The role of telemedicine in easing interaction • The role of type of employment contracts 	Milan) <ul style="list-style-type: none"> • Maria Vittoria Cicellin (Federico II of Naples University) 	
24 April 2013 Time: 14-16	Organizing professionals: networks and incentives	Domenico Salvatore Parthenope University	2
8 May 2013 Time: 9-11	Economic theories in evolving incentives	Luigi Marengo Scuola Superiore Sant'Anna of Pisa	2
TBD May 2013 Time: 14-16	Wage incentive to management. Econometric methods and empirical evidence from European countries comparison	Sergio Scicchitano and Marco Biagetti Department of Cohesion Policies Ministry of Economic Development Italy	2

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