

New NEA-BC Test Syllabus - NEA-BC PDF Questions

Test 1 - NEA BC

0.5 FTE - ANS a nurse who works part time through out the year is what FTE based on a 40 hour work week

accelerate rapid cycle change - ANS goal is to modify and accelerate methods in order to respond quickly

accommodation - ANS an approach to conflict in which a person gives in to other group members, even at the expense of his or her own goals

Accountable Care Organization (ACO) - ANS An organization of healthcare providers accountable for the quality, cost, and overall care of Medicare beneficiaries who are assigned and enrolled in the traditional fee-for-service program patients will have some health info shared to ensure coordination of care and prevent duplication of services if enrolled cannot participate in medicare advantage plans such as HMO/PPO

Act - ANS PDSA identify necessary changes, adopt, and continue to monitor

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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q335-Q340):

NEW QUESTION # 335

Market penetration refers to

- A. How well an organization has exposed its products or services to potential customers
- B. What percentage of the potential customers use an organization's products or services
- C. The particular market niches served by an organization
- D. The share of the market served by an organization

Answer: A

Explanation:

Market penetration is a critical measure in business strategy that refers to how well an organization has exposed its products or services to potential customers. Essentially, it gauges the extent to which a company's offerings are known and used in a given market. The term is often used to assess the success of a product launch, the effectiveness of marketing campaigns, and the overall presence of a business within a competitive landscape.

The primary goal of achieving high market penetration is to increase the number of customers who are aware of and actively purchasing the company's products or services. This can be facilitated through various marketing and sales initiatives that aim to reach a wide audience and convert them into customers. Effective strategies might include advertising, promotions, price adjustments, and enhancing product features to better meet customer needs.

Moreover, market penetration is not solely about reaching new customers but also about deepening engagement with existing ones. This could involve upselling, cross-selling, or improving customer service to increase customer loyalty and repeat business. Companies with high market penetration are often seen as market leaders, which can create a positive feedback loop, attracting even more customers and reinforcing their position in the market.

Greater market penetration also leads to a higher market share, which is the proportion of a market controlled by a particular company or product. As market penetration increases, a company can leverage its growing customer base to optimize its supply chains, reduce costs through economies of scale, and invest further in research and development to innovate and maintain its competitive edge.

In summary, market penetration is a crucial indicator of how well an organization's products or services are known and purchased within a market. Achieving high market penetration is indicative of effective business strategies and operational excellence. It not only helps in establishing a strong market presence but also in securing a sustainable competitive advantage in the industry.

NEW QUESTION # 336

The management function that ensures that employees accomplish goals while maintaining a high quality of performance is which of the following?

- A. planning
- B. directing
- C. controlling
- D. organizing

Answer: C

Explanation:

The management function referred to in the question is "controlling." This function is crucial in ensuring that organizational goals are met effectively and efficiently by employees while maintaining a high standard of performance. Controlling acts as a mechanism to ensure that the performances align with the set standards and organizational objectives. It involves a series of steps that managers use to ensure that actual activities conform to the planned activities.

The first step in the controlling process is the establishment of performance standards. These standards are typically derived from the organizational goals and objectives, and they provide a clear benchmark against which actual performance can be measured. Standards can be set in quantitative or qualitative terms and must be clear, achievable, and measurable.

Once standards are set, the next step is the monitoring and measurement of actual performance. This involves gathering data and information on employee performance and comparing it against the predefined standards. This monitoring can be done through various methods such as observations, reports, and performance reviews.

After performance data is gathered, it is then compared with the set standards. This comparison helps to identify any deviations or

discrepancies between actual and desired outcomes. It is crucial for managers to accurately assess performance and identify areas where the standards are not being met.

If discrepancies are found, the controlling function necessitates corrective action. This step involves deciding on the necessary actions to align actual performance with expected performance. Corrective actions can range from minor adjustments to complete overhauls of plans or procedures, depending on the nature and extent of the performance gap.

Finally, controlling also involves a feedback loop where the results of corrective actions are assessed to determine their effectiveness. This feedback helps in refining the processes and standards, and adjustments may be made to the standards themselves if they are found to be unrealistic or unattainable.

In summary, controlling is a dynamic process that helps managers ensure that the organization stays on track towards achieving its goals. It not only involves setting standards and monitoring performance but also requires taking corrective actions and providing feedback to continuously improve performance and efficiency. This function is integral to effective management and plays a crucial role in maintaining the quality and productivity of the workforce.

NEW QUESTION # 337

The Nurse Executive encourages staff nurses, team leaders, and Nurse Managers to utilize a computer system that allows for anonymous communication and holds regular staff meetings for employees to discuss issues and concerns. Which Standard, of The Standards of Practice and Professional Performance, is she adhering to?

- A. Standard Eleven, Communication
- B. Standard Thirteen, Collaboration
- C. Standard Nine, Evidence-based Practice and Research
- **D. Standard Twelve, Leadership**

Answer: D

Explanation:

The nurse executive is adhering to Standard Twelve, Leadership. This standard emphasizes the importance of demonstrating leadership both within the professional practice setting and the broader nursing profession. By encouraging the use of an anonymous communication system and holding regular staff meetings, the nurse executive is fostering an environment where open communication is valued and promoted.

Leadership in nursing involves more than just overseeing the work of others. It includes the ability to create an environment that promotes professional growth, enhances the quality of care, and supports collaboration among staff. The implementation of an anonymous communication system allows staff to voice concerns and provide feedback without fear of reprisal. This tool not only helps in identifying issues but also encourages a culture of transparency and trust.

Furthermore, regular staff meetings are a critical aspect of effective leadership as they provide a platform for open dialogue and problem-solving. These meetings allow the nursing team to discuss any concerns, share ideas, and strategize on improving patient care and workflow processes. By conducting these meetings, the nurse executive ensures that all team members, including staff nurses, team leaders, and nurse managers, are aligned with the organization's goals and are actively involved in the decision-making process.

By adhering to Standard Twelve, the nurse executive demonstrates a commitment to leadership that goes beyond mere management. It encompasses fostering a supportive and collaborative environment, promoting professional development, and ensuring that communication channels are open and effective. This approach not only enhances the functioning of the nursing team but also positively impacts the overall quality of patient care provided.

NEW QUESTION # 338

In planning for nursing operations, the nurse executive would do all of the following EXCEPT

- **A. Develop security systems to protect patients and staff**
- B. Organize resources to ensure the availability of nursing services to the user
- C. Design appropriate nursing systems based on the characteristics of the patient population being served
- D. Specify the equipment, supplies, and facilities needed to support the nursing function

Answer: A

Explanation:

In the context of nursing operations, a nurse executive plays a critical role in ensuring that the nursing department functions effectively and efficiently. Their responsibilities generally include a wide range of administrative and strategic tasks focused on patient care and the management of nursing staff. Below is an expanded explanation of the tasks typically handled by a nurse executive and why developing security systems is not typically among them.

****Designing appropriate nursing systems based on the characteristics of the patient population being served:**** A nurse executive is responsible for designing and implementing nursing systems that are tailored to the specific needs of the patient population their facility serves. This involves assessing patient demographics, health conditions, and the overall demand for nursing services. The aim is to ensure that the nursing care provided is effective, efficient, and meets the highest standards of quality and safety. This task includes determining the appropriate nurse-to-patient ratios, developing specialized care protocols, and integrating evidence-based practices into daily nursing operations.

****Specifying the equipment, supplies, and facilities needed to support the nursing function:**** Another critical responsibility of the nurse executive is to ensure that the nursing staff has access to the necessary equipment, supplies, and facilities to perform their duties effectively. This involves evaluating the current resources, forecasting future needs, and working closely with the procurement department to secure everything from medical supplies to advanced medical equipment. Ensuring that the facilities are conducive to providing top-notch care and comply with health and safety regulations is also essential.

****Organizing resources to ensure the availability of nursing services to the user:**** Nurse executives are tasked with resource management, which includes organizing staff schedules, coordinating with other departments, and managing the budget allocated to nursing services. Effective resource management ensures that there is always adequate staffing to meet patient needs without unnecessary strain on the system or individual staff members. This also involves contingency planning for unexpected situations such as surges in patient numbers or staffing shortages.

****Developing security systems to protect patients and staff:**** This task is typically outside the scope of responsibilities for a nurse executive. While nurse executives are deeply concerned with the safety and security of patients and staff, the development, implementation, and maintenance of security systems are usually managed by specialized security personnel or departments within the healthcare facility. These security professionals work on developing protocols for access control, surveillance, emergency response, and other security-related concerns. They collaborate with the nursing and administrative staff to address specific security needs, but the primary responsibility for security systems does not lie with the nurse executives.

Therefore, among the tasks listed, the development of security systems is the one that a nurse executive would not typically handle directly. Their focus remains predominantly on ensuring the delivery of high-quality nursing services, managing nursing staff, and overseeing the operational aspects of the nursing department. Collaborative efforts with security departments are common, but the primary responsibility for security lies elsewhere.

NEW QUESTION # 339

A feature of nursing specialty certification is what?

- A. Certification is formal recognition of specialized knowledge and skills.
- B. It's mandatory for practicing nurses.
- C. Candidates are not required to hold a US license.
- D. It's only applicable to doctoral level nurses.

Answer: A

Explanation:

Nursing certification, often referred to as specialty certification, is essentially a formal recognition of specialized knowledge, skills, and experience in nursing. It serves as a validation that a nurse has met predetermined and standardized criteria for proficiency and competence in a specific area of nursing practice. This type of certification is provided by various professional bodies and is recognized nationally or internationally.

The primary goal of nursing certification is to promote optimal health outcomes by ensuring that certified nurses are competent in their specialty areas. This process helps to advance the nursing profession by maintaining high standards of practice and encouraging continuous professional development. Nurses who pursue certification demonstrate a commitment to their profession and a dedication to maintaining excellence in patient care.

It's important to note that obtaining a nursing certification is generally not mandatory for all nursing roles. However, some employers might require certification for specific positions, especially those involving specialized clinical skills or leadership roles in nursing. Certification is often seen as a mark of professionalism and a way to advance one's career. For patients and employers, it provides reassurance about the nurse's ability to provide high-quality care based on current evidence and best practices.

To achieve certification, nurses typically need to meet specific educational and practice requirements. This usually includes having a certain number of years of clinical experience and a valid RN (Registered Nurse) license in the U.S. Nurses must also pass a certification examination that tests their knowledge and skills in their specialty area.

Contrary to some misconceptions, nursing certification is not only applicable to nurses at the doctoral level. Nurses at various levels of education, from diploma to doctoral degrees, can seek certification in areas relevant to their practice and expertise.

In summary, while nursing certification is a significant professional achievement and a formal recognition of specialized expertise, it is not universally mandatory for all nursing practices. It is, however, highly regarded in the nursing community and often sought after for the many benefits it offers both to the nurses and the patients they serve.

NEW QUESTION # 340

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