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## NEA BC Test 1 Exam Questions With 100% Correct Answers

**assertive communication - Correct Answer-**  
a communication style characterized by confidence and consideration for others

**Fogging - Correct Answer-**  
Assertive skill in which a person responds to a criticism by making noncommittal statements that cannot be argued against

**passive communication - Correct Answer-**  
A form of communication in which the individual fails to say what is meant

**cybernetic model - Correct Answer-**  
Nurse executive who wants to implement a program

1. needs assessment
2. program implementation
3. results assessment (program obj., costs, and impact are evaluated).

**Collegial Model - Correct Answer-Decision making model**  
involves collaboration and consensus of a group of peers and is often used in the education settings where professions share similar values and benefit from individual expertise

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## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q240-Q245):

### NEW QUESTION # 240

What new model used suggests that this approach to unit management may be more successful in the long run and allows staff nurses to be part of the decision-making process about the organization of work on their unit?

- A. functional nursing model
- B. accountability model
- C. shared governance model
- D. team nursing model

**Answer: C**

Explanation:

The model that suggests this approach to unit management may be more successful in the long run and allows staff nurses to be part of the decision-making process about the organization of work on their unit is the "shared governance model." The shared governance model is a framework designed to integrate the clinical staff into the decision-making processes that affect their work environment and the care they provide. This model is grounded in the principle that nurses at all levels should have a voice in the governance of their work and the policies that influence their practice.

By involving staff nurses in decision-making, shared governance promotes a sense of ownership and responsibility among the nurses. This inclusion not only enhances job satisfaction but also motivates the staff to maintain high standards in their clinical practice. When nurses feel that their expertise and insights are valued, they are more likely to be committed to organizational goals and patient care improvement.

Research and practice have shown that shared governance can lead to greater accountability for nursing practices. Nurses become more engaged in ensuring that the care provided meets the highest professional standards because they have a direct role in shaping those standards. This heightened accountability often results in improved clinical outcomes as nurses are personally invested in the results of their care.

Furthermore, the shared governance model contributes to greater efficiency in healthcare settings. With nurses directly involved in policy-making and operational decisions, issues can be identified and addressed more quickly, reducing inefficiencies and enhancing the overall effectiveness of the healthcare team.

In summary, the shared governance model is vital for the long-term success of healthcare organizations as it empowers nurses, improves satisfaction, enhances clinical outcomes, and increases efficiency. This approach ensures that those who are closest to the patient care process are integral in shaping how that care is delivered, leading to more effective and sustainable healthcare practices.

### NEW QUESTION # 241

Which of the following is NOT required by the Fair Labor Standards Act (FLSA)?

- A. payment of overtime rate after a set maximum number of hours set by the law in any week
- B. payment by cash or by check of minimum wage and overtime compensation payments
- C. limitation of the number of hours in a day or days in a week an employee may be required or scheduled to work, including overtime hours, if the employee is at least 16 years old
- D. establishment of a minimum wage

**Answer: C**

Explanation:

The Fair Labor Standards Act (FLSA), enacted in 1938, is a federal law that establishes various labor standards, intending to protect worker rights in the private sector as well as in federal, state, and local governments. Among the key provisions, the FLSA establishes minimum wage, overtime pay eligibility, recordkeeping standards, and child labor regulations. Let's analyze the options provided to determine which is NOT required by the FLSA:

1. **\*\*Establishment of a minimum wage:\*\*** The FLSA does require the establishment of a minimum wage. As of my last update, the federal minimum wage is set at \$7.25 per hour, although many states and cities have higher minimum wages. This provision aims to ensure a minimum standard of living to protect the health and well-being of employees.
2. **\*\*Limitation of the number of hours in a day or days in a week an employee may be required or scheduled to work, including**

overtime hours, if the employee is at least 16 years old.\*\* The FLSA does not limit the number of hours employees aged 16 and older can work either daily or weekly. This aspect of labor regulation is left to the discretion of employers and employees, who can negotiate work hours as they see fit. This means that this statement is NOT a requirement of the FLSA.

3. \*\*Payment of overtime rate after a set maximum number of hours set by the law in any week:\*\* The FLSA does require employers to pay overtime rates to eligible employees. Under the FLSA, non-exempt employees must receive overtime pay for hours worked over 40 in a workweek at a rate not less than time and one-half their regular rates of pay. This provision is crucial for compensating workers fairly for longer work hours.

4. \*\*Payment by cash or by check of minimum wage and overtime compensation payments:\*\* The FLSA mandates that employers must pay their employees the wages they are legally entitled to, including minimum wage and overtime, in a timely manner. This can be done via cash, check, direct deposit, or other means agreed upon by the employer and employee, as long as the employee has access to their full wages.

In conclusion, the statement about the FLSA not requiring "limitation of the number of hours in a day or days in a week an employee may be required or scheduled to work, including overtime hours, if the employee is at least 16 years old" is the correct answer. This provision is not part of the FLSA's requirements, distinguishing it from the other options listed, all of which are actual mandates under the FLSA.

### NEW QUESTION # 242

The blueprint for conducting a study that maximizes control over factors that could interfere with the validity of the findings is which of the following?

- A. randomization
- B. correlation
- C. design
- D. hypothesis

**Answer: C**

Explanation:

The term "design" in the context of scientific research refers to the structured plan or strategy implemented to conduct an investigation. The primary purpose of a research design is to ensure the integrity and validity of the data collected, thereby enhancing the reliability of the findings. This is crucial because the design of a study directly affects the ability to draw accurate conclusions from the research.

Research design involves various elements that researchers must consider to control external factors potentially affecting the study's outcome. These elements include the selection of participants, the allocation of interventions (if applicable), the methods of data collection, and the statistical techniques used for data analysis. By meticulously planning all these aspects, researchers can minimize the impact of confounding variables-factors other than the independent variable that might influence the dependent variable.

For instance, in experimental research designs, such as randomized controlled trials, randomization is a key feature. Here, participants are randomly assigned to either the treatment or the control group. This random assignment helps ensure that any external factors that could influence the results are evenly distributed across both groups, thereby reducing bias. Randomization increases the likelihood that differences observed between groups are due to the intervention itself and not some other uncontrolled factor.

Another aspect of research design is establishing a clear and testable hypothesis. The hypothesis acts as a guiding statement that predicts the relationship between variables. It sets the groundwork for the study and defines what the researcher aims to prove or refute. This clarity helps in designing the study in a way that directly addresses the hypothesis, ensuring that the research can provide meaningful answers.

Moreover, the design of a study also entails deciding on the type of research-qualitative, quantitative, or mixed methods-based on the nature of the research question. Each type has specific designs suitable for addressing different kinds of questions. For instance, correlational designs are used in quantitative research to explore relationships between variables without manipulating them, which differs from experimental designs where manipulation of variables is central.

Ultimately, a well-thought-out design is fundamental to conducting a study that yields valid and actionable insights. It serves as the blueprint that guides the entire research process, mitigating potential interferences and maximizing control over the study's variables. This meticulous control is what underpins the validity of the research findings, helping to advance knowledge in a meaningful and scientifically sound manner.

### NEW QUESTION # 243

What is a failure mode and effects analysis (FMEA)?

- A. Any unanticipated event in a healthcare setting resulting in death or serious physical or psychological injury to a patient or

patients, not related to the natural course of the patient's illness.

- **B. A procedure in operations management for analysis of potential failure modes within a system for classification by the severity and likelihood of the failures.**
- C. A process for identifying the basic or causal factors that underlie variation in performance. It should focus primarily on systems and processes, not on individual performance.
- D. A process by which entities review the quality of all factors involved in production.

**Answer: B**

Explanation:

Choice D is the right answer. A process by which entities review the quality of all factors involved in production (choice A) is quality control. Any unanticipated event in a healthcare setting resulting in death or serious physical or psychological injury to a patient or patients, not related to the natural course of the patient's illness (choice B) is a sentinel event. A process for identifying the basic or causal factors that underlie variation in performance. It should focus primarily on systems and processes, not on individual performance (choice C) is Root Cause Analysis or RCA.

#### **NEW QUESTION # 244**

The difference between a standard power of attorney and a durable power of attorney is that

- A. A durable power of attorney is in effect indefinitely
- **B. A durable power of attorney remains in effect after an individual becomes incapacitated**
- C. A durable power of attorney cannot be revoked
- D. A durable power of attorney can be granted only to a spouse or child

**Answer: B**

Explanation:

The distinction between a standard power of attorney and a durable power of attorney primarily revolves around the effect of the grantor's capacity on the power granted. To understand these differences thoroughly, it is essential to first comprehend what a power of attorney is. A power of attorney is a legal document that allows one person (the principal) to appoint another person (the agent or attorney-in-fact) to make legal decisions and act on their behalf. These decisions can pertain to financial, legal, medical, or other matters.

The standard power of attorney, also known as a non-durable power of attorney, typically becomes invalid if the principal becomes incapacitated. Incapacitation can occur due to various reasons such as severe illness, mental health issues, or physical disability, leaving the principal unable to make informed decisions. Once incapacitated under a standard power of attorney, the principal's appointed agent loses the authority to act on their behalf, which can lead to complications, especially in ongoing financial or legal processes.

In contrast, a durable power of attorney includes specific language that maintains its validity even after the principal becomes incapacitated. This durability provision ensures that the agent can continue to manage the principal's affairs without interruption, which is vital during times when decisions need to be responsive and timely. This type of power of attorney is particularly important in long-term planning and is often used in contexts of elder law and estate planning.

It is a misconception that a durable power of attorney cannot be revoked or that it can only be granted to a spouse or child. In reality, as long as the principal remains competent, they can revoke a durable power of attorney at any time and appoint a different agent if needed. Additionally, the principal can choose any competent adult as their agent, not just family members.

Therefore, the critical difference lies in the continuity of the agent's authority under a durable power of attorney despite the principal's health condition, providing a stable means to handle the principal's affairs in times of unexpected health crises or gradual incapacitation. This makes the durable power of attorney a crucial tool for anyone seeking to ensure their affairs are managed according to their wishes, regardless of their future mental or physical condition.

#### **NEW QUESTION # 245**

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