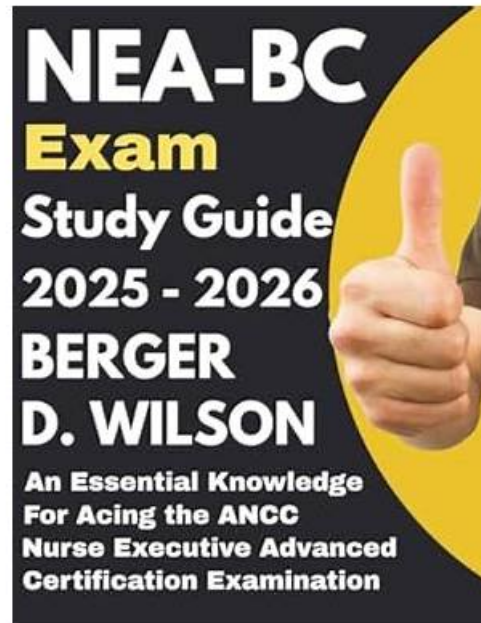


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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q287-Q292):

NEW QUESTION # 287

Which of the stages of the planning process would be correct to use to set the organizations path for several years in the future.

- A. Determining actions
- **B. Setting goals**
- C. Establishing objectives
- D. Assessments

Answer: B

Explanation:

Planning is an essential managerial function that involves setting objectives and determining the best course of action to achieve these objectives. In the context of setting an organization's path for several years into the future, the specific stage of the planning process that is most relevant is "Setting Goals." The process of setting goals is critical because it establishes long-term vision and direction. Without clear goals, an organization lacks focus and may drift away from its core objectives. Goals provide a basis for making decisions and allocating resources effectively. They align the efforts of different individuals and departments, ensuring that everyone in the organization works towards a common purpose.

Goals in the context of strategic planning are typically broad and long-term. They are designed to guide the organization into a desired future position. These goals are not just about addressing immediate business needs but are about setting a vision for the organization for several years ahead. This involves considering external factors such as market trends, economic conditions, and technological advancements, as well as internal factors such as the organization's capabilities and resources.

Once goals are set, the next stages of the planning process involve developing objectives that are specific, measurable, achievable, relevant, and time-bound (SMART). These objectives break down the broad goals into smaller, actionable steps. Following this, detailed plans and actions are determined, which specify how resources will be allocated and tasks will be executed to meet these objectives.

Therefore, setting goals is the correct answer to the question of which stage of the planning process should be used to set the organization's path for several years in the future. This stage is pivotal as it underpins the strategic direction of the organization and influences all subsequent planning activities.

NEW QUESTION # 288

A care plan is being planned out for a patient with a hyperactive thyroid. The patient wants to complete the planned goals. After the goals were planned, no further action was taken. The care plan was evaluated by the case management team. They found:

- The only information in the plan was the goals
- No additional data for goals was given

Given the information, what was missing from the plan, which made it ineffective?

- A. Nursing plan orders.
- B. A diagnosis.
- C. Information on how to evaluate the intervention.
- **D. Both A and C.**

Answer: D

Explanation:

In the scenario described, the care plan for a patient with a hyperactive thyroid was found to be ineffective by the case management team. The primary issue identified was that the plan only contained the goals, with no additional information or steps outlined to achieve these goals. This incomplete planning resulted in the care plan being ineffective.

When creating a comprehensive care plan, several key components need to be included to ensure it is actionable and effective. These generally fall into four main categories: 1. **Diagnoses/Problems:** This should clearly state the medical diagnosis or health issues needing management, such as a hyperactive thyroid in this case. 2. **Goals/Outcomes:** These are the targeted results that the health care team wishes to achieve through their interventions. 3. **Nursing Orders:** These are specific instructions for the care that will be provided by the nursing staff. Nursing orders should detail the interventions required to reach the goals set forth in the care plan. 4. **Evaluations:** This section should detail how the effectiveness of the interventions will be measured and monitored over time.

In the provided scenario, it was noted that the care plan lacked sufficient details beyond the initial goals. Specifically, the plan was missing: - **Nursing Orders:** There were no specific interventions or nursing actions outlined that should be taken to manage the patient's hyperactive thyroid. Without these orders, the nursing staff lacks guidance on how to care for the patient effectively. -

****Evaluations:**** There was no information on how the intervention's effectiveness would be evaluated. This is crucial for determining whether the care plan is working or if adjustments are necessary.

As a result of these missing components, the care plan was rendered ineffective because it did not provide a clear roadmap for the healthcare providers. It merely stated what needed to be achieved (the goals) without detailing how these goals would be achieved and how their success would be measured.

In conclusion, for a care plan to be effective, especially for a patient with specific medical needs like a hyperactive thyroid, it must be comprehensive. It should include not only the goals but also detailed nursing orders and a robust evaluation method. This ensures that every member of the healthcare team understands their role and responsibilities in managing the patient's condition effectively and can adjust the care plan based on the evaluation results to better meet the patient's health needs.

NEW QUESTION # 289

The scope of responsibility for a manager would be defined as?

- A. Unity of command
- **B. Span of control**
- C. None of the above
- D. Chain of command

Answer: B

Explanation:

The correct answer to the question regarding the scope of responsibility for a manager is "Span of control." To understand this, it's essential to differentiate between several key concepts in organizational management: chain of command, unity of command, and span of control.

The ****chain of command**** refers to the formal line of authority within an organization, which flows from the top to the bottom. It is the path through which orders are passed down in the hierarchy. For instance, in a corporate setting, this might stretch from the CEO at the top down to entry-level employees at the bottom.

The ****unity of command**** is a principle that stipulates each employee should report to only one manager. This prevents confusion and conflicting instructions from multiple superiors, ensuring clear accountability and streamlined communication within the organization.

The ****span of control****, which is the focus of the question, refers to the number of subordinates or direct reports a manager is responsible for overseeing. This scope of responsibility can vary depending on the organization's structure, the nature of the work, and the managerial capacity of the individual. A narrower span of control means a manager supervises fewer employees, which typically allows for more personalized attention and detailed management. Conversely, a broader span of control involves overseeing many employees, which might be suitable in situations where tasks are highly standardized or require less direct oversight.

Understanding the span of control is crucial because it directly impacts managerial effectiveness, employee satisfaction, and organizational efficiency. Managers with too large a span of control might struggle to provide adequate support and guidance, potentially leading to reduced performance and employee morale. On the other hand, too narrow a span of control can lead to excessive supervision and under-utilization of managerial capacity.

Therefore, when we discuss the scope of responsibility for a manager, we are referring to their span of control, which defines how many employees they directly manage and are responsible for. This is a fundamental aspect of organizational design that affects both the effectiveness of management and the overall operation of the company.

NEW QUESTION # 290

In terms of research reliability which of the following correlation coefficients is considered an acceptable level of reliability?

- A. .35
- B. .70
- C. .55
- **D. .80**

Answer: D

Explanation:

In the realm of research, reliability refers to the consistency or repeatability of an instrument's measurements. When a measurement tool assesses the same characteristic consistently under the same conditions, it is considered reliable. The reliability of such instruments is quantitatively assessed through correlation coefficients, which range from -1.00 to +1.00. A correlation coefficient of +1.00 indicates perfect reliability, meaning every time the instrument is used, it yields the same results under identical conditions.

The question at hand involves determining which correlation coefficient among several options signifies an acceptable level of

reliability for a research instrument. The options given were .35, .80, .55, and .70. The correct answer is .80. This is based on the general consensus in research methodology that a correlation coefficient of .80 or higher is deemed acceptable for most research purposes. This threshold ensures that the instrument is sufficiently consistent in its measurements, allowing researchers to have confidence in the repeatability and thus the reliability of the results.

It is crucial to understand that while a correlation coefficient of .80 is acceptable, it is not indicative of perfect reliability. However, achieving a coefficient of 1.00 in practical research scenarios is extremely rare and often not necessary. The acceptable level of reliability might vary slightly depending on the specific requirements of the study or the critical nature of the data being measured. For example, in high-stakes research areas, such as clinical trials for new medical treatments, a higher reliability coefficient might be required compared to studies in less critical fields.

In conclusion, a correlation coefficient of .80 is generally considered an acceptable level of reliability in most research contexts. This benchmark helps researchers determine the usability of their measurement instruments, ensuring that their findings are based on consistent and repeatable measurements. Understanding and applying the concept of reliability is essential for conducting robust and credible research.

NEW QUESTION # 291

When writing research questions, which of the following should be asked?

- A. Who is affected?
- **B. All of the above**
- C. What is the nature of the problem?
- D. What do they think about the problem?

Answer: B

Explanation:

When formulating research questions, it's essential to ensure they are comprehensive and consider various aspects of the topic being studied. In this context, let's break down why each suggested question is important and why the correct answer is "All of the above" for each segment.

****Who is affected?*** This question is fundamental in research as it helps identify the demographic or group that is impacted by the issue under study. Knowing who is affected is crucial for tailoring the research methodology and for understanding the breadth and depth of the problem. This insight helps in designing targeted interventions, policies, or solutions that are specific to the needs of those affected.

****What is the nature of the problem?*** This question aims to uncover the characteristics, scope, and dynamics of the issue.

Understanding the nature of the problem allows researchers to frame their investigation appropriately, decide on the necessary tools and methods for data collection, and analyze the data in ways that illuminate the underpinnings and implications of the issue. This thorough understanding is critical for addressing the problem effectively and for contributing new knowledge to the field.

****What do they think about the problem?*** Asking what the affected individuals or groups think about the problem provides insights into their perspectives, experiences, and the subjective impact of the issue on their lives. This question is vital for qualitative research as it helps gather rich, descriptive data that quantitative methods might overlook. Recognizing the affected parties' views can also guide the development of more accepted and effective interventions.

****All of the above:*** Selecting "All of the above" as the correct answer underscores the importance of a holistic approach in research question formulation. It suggests that a comprehensive exploration of a topic should include identifying the affected groups, understanding the problem's nature, and capturing the perspectives of those impacted.

In addition to the above, other essential aspects could also be explored through supplementary questions such as: - ****How do the affected people behave?*** This question can reveal behavioral patterns and adaptive strategies adopted by those affected, which might be crucial for developing practical solutions. - ****How has the problem evolved over time?*** Understanding the historical context and evolution of the issue can provide insights into its causes and fluctuations, which are valuable for predictive analyses and future planning.

Each of these questions adds a layer of depth to the research, making it possible to address the problem from multiple angles and contribute effectively to solving it. This holistic approach not only enriches the research but also increases the likelihood of its practical applicability and impact. Thus, when writing research questions, it is prudent to consider all these aspects to ensure the research is thorough and comprehensive.

NEW QUESTION # 292

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