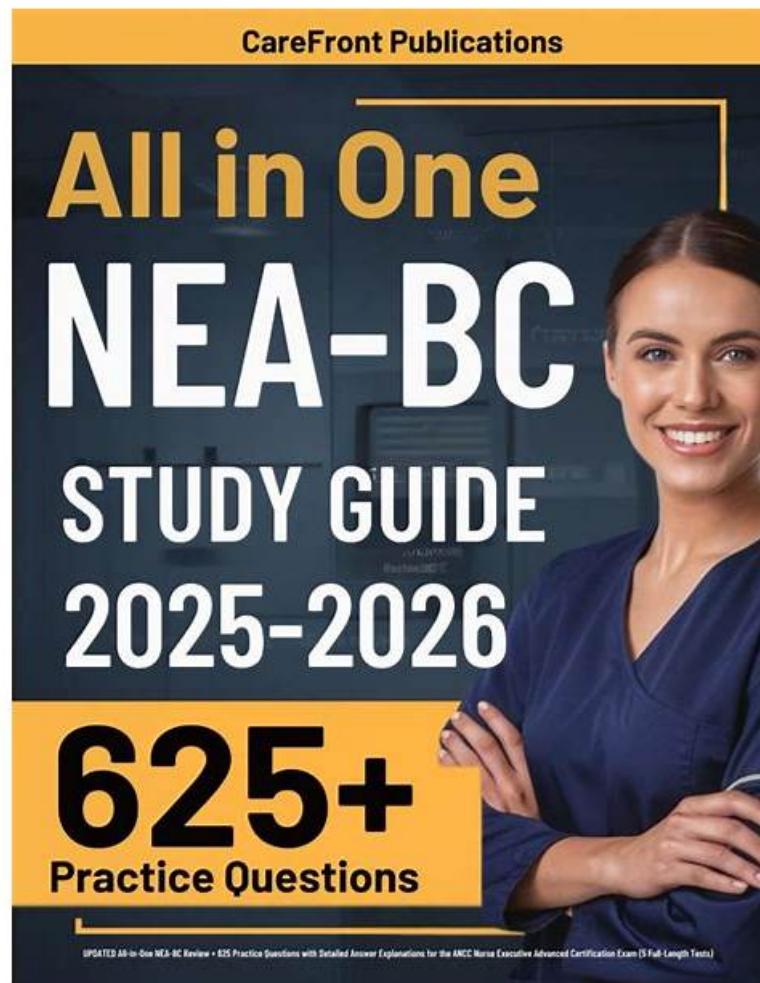


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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q384-Q389):

NEW QUESTION # 384

Which of these groups of nurses tends to feel more comfortable with face-to-face or written communication?

- A. The veteran nurse
- B. The student nurse
- C. The newbie nurse
- D. None of the above

Answer: A

Explanation:

The question of which group of nurses tends to feel more comfortable with face-to-face or written communication can be explored by examining the differing experiences and training of various generations of nurses. Among the groups listed - veteran nurses, student nurses, newbie nurses, and none of the above - the correct answer is the veteran nurse.

Veteran nurses, having been trained and worked in an era where digital communication was less prevalent, have often developed strong skills in more traditional methods of communication. This includes both written communication, such as charting by hand and writing reports, and face-to-face interactions, such as speaking directly with patients, families, and other healthcare team members. These methods have been the cornerstone of nursing communication and patient care for many years.

In contrast, newer nurses, including student nurses and those recently joining the profession (newbie nurses), are more accustomed to digital forms of communication. Their education and training likely included the use of advanced technology, electronic health records, and online communication tools. This exposure might make them more comfortable and efficient with digital communication compared to traditional methods.

Therefore, when considering comfort with face-to-face or written communication, veteran nurses generally have more experience and ease with these approaches. They have spent years mastering these skills, which were critical before the digital shift in healthcare. Moreover, their comfort with these communication methods often stems from the necessity of direct, personal interaction in providing effective patient care, which remains a key component of nursing.

This preference does not necessarily reflect a lack of ability to use or understand new technologies but rather an affinity towards communication styles that have been tried and tested throughout their careers. Hence, the answer "The veteran nurse" is correct, as they are typically more comfortable with face-to-face and written communication compared to their younger counterparts who might lean towards digital communication platforms.

NEW QUESTION # 385

All of the following types of employees are usually considered "exempt" EXCEPT

- A. Executive
- B. Administrative
- C. Professional
- D. Skilled

Answer: D

Explanation:

Under the Fair Labor Standards Act (FLSA), certain categories of employees are classified as "exempt," meaning they are not eligible for overtime pay regardless of the hours worked. This classification is primarily based on the nature of the work performed, the level of responsibility held, and the manner of compensation. The primary categories of exempt status include executive, professional, and administrative roles.

Exempt employees typically receive a salary rather than an hourly wage, which means their pay is not directly influenced by the number of hours worked. This salary must meet a minimum threshold set by the FLSA. The rationale behind this exemption is that these employees perform high-level duties that are considered essential to the management or operations of the business, and they often have a significant amount of discretion in performing their tasks.

Professional employees, as defined by the FLSA, generally include those with advanced knowledge in a field of science or learning, often acquired through prolonged specialized intellectual instruction. This category includes roles such as doctors, lawyers, teachers, engineers, and accountants, who use their advanced knowledge to make independent judgments.

Administrative employees, another exempt category, typically perform non-manual work related to business operations or management policies. They exercise discretion and independent judgment on significant matters. Their work supports the business without being directly involved in production or sales.

Executive employees, also exempt, are those who primarily manage the enterprise or a recognized department or subdivision. They

regularly supervise two or more other employees, have authority over hiring and firing, and exercise significant discretion in their managerial roles.

In contrast, skilled employees, while essential to the operations of many businesses, do not typically fall under the exempt categories unless their roles involve the kind of independent decision-making or managerial responsibilities outlined above. "Skilled" refers to employees who perform jobs requiring specific talents or abilities, such as electricians, mechanics, carpenters, or plumbers. These roles are often paid hourly and are eligible for overtime because they do not meet the criteria for executive, professional, or administrative exemptions.

Thus, when considering the exemption status under the FLSA, it is crucial to understand that not all skilled employees fit into the exempt categories. The determination of exempt status is more about the level of judgment, decision-making, and the nature of the responsibilities held by the employee rather than their skill level alone. Therefore, among the options provided—Professional, Executive, Administrative, and Skilled—the category "Skilled" typically does not qualify as exempt, making it the correct answer to the question.

NEW QUESTION # 386

If a leader puts their people and the people's needs before theirs, it would be considered as which type of leadership?

- A. Transformational leadership
- B. Servant leadership
- C. Shared leadership
- D. Transactional leadership

Answer: B

Explanation:

With the transactional leadership, both the employee and the manager will derive equal benefit from their relationship.

With transformational leadership, the leader transforms the organization through contextual and cultural changes.

Shared leadership is all about the concept of empowerment and that no one person can possess all of the needed knowledge or power that will be needed.

With servant leadership, the leaders puts the people and the needs of the people before their own self-interest.

NEW QUESTION # 387

Of the following, which is another legal term for a whistleblower?

- A. False
- B. Kickbacker
- C. Qui tam relators
- D. Smart

Answer: C

Explanation:

Qui tam relators are individuals who bring forward legal actions under the False Claims Act (FCA) against entities that are defrauding the government. The term "qui tam" is derived from the Latin phrase "qui tam pro domino rege quam pro se ipso in hac parte sequitur," which means "he who sues in this matter for the king as well as for himself." This legal provision allows private citizens to sue on behalf of the government and be rewarded a portion of the financial recovery, typically between 15% and 30%. Qui tam relators are effectively whistleblowers because they help expose fraud against the government by bringing these issues to light through litigation. Their role is crucial in enforcing regulations and ensuring that government funds are used appropriately. By filing a qui tam lawsuit, these relators not only help stop fraudulent practices but also potentially receive a share of any recovered damages, thus incentivizing the reporting of illegal activities.

While the term "whistleblower" is often associated with individuals who report misconduct to authorities or the public, "qui tam relator" specifically refers to those who use the legal system under the provisions of the False Claims Act to challenge fraudulent actions against the government. This distinction highlights the legal framework within which qui tam relators operate, setting them apart from more general whistleblowers who may report on a wider array of issues without initiating legal actions.

NEW QUESTION # 388

The possible rationing of scarce resources involves which of the following ethical principles?

- A. respect for persons
- B. autonomy
- C. beneficence
- **D. justice**

Answer: D

Explanation:

The question at hand asks which ethical principle is involved in the possible rationing of scarce resources. The correct answer is "justice." Here, we expand on why this is the appropriate ethical principle.

The principle of justice in ethics concerns the equitable distribution of benefits and burdens among individuals or groups in society. It emphasizes fairness and equality, ensuring that everyone receives what they are due or owed according to the rules and norms of a society. When resources are scarce, decisions must be made about who will receive limited supplies and who will not. These decisions inherently raise questions about fairness and equity, which are central to the principle of justice.

In the context of rationing, the principle of justice requires that this process be conducted in a way that respects the rights of all parties and imposes obligations to treat all parties equitably. This might involve creating criteria for rationing that are impartial and based on relevant needs or contributions, rather than on arbitrary or discriminatory factors. For example, in healthcare, this might mean prioritizing treatment based on medical need rather than on factors like social status or personal wealth.

Ethical dilemmas arise when different interpretations of what is 'just' or 'fair' conflict. For instance, one approach might prioritize saving the most lives, while another might emphasize reducing suffering, and yet another might stress the need to reward social contributions. Each approach reflects a different aspect of justice, such as distributive justice (fair distribution), compensatory justice (compensating for wrongs), or procedural justice (fairness in processes).

Therefore, the principle of justice is crucial when considering the rationing of scarce resources. It guides decision-makers to consider how resources can be allocated in a manner that is not only efficient but also fair and equitable. This principle helps ensure that all individuals are treated with respect and dignity, regardless of their situation, and that the burdens and benefits within a society are shared in a balanced way.

NEW QUESTION # 389

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