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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q228-Q233):

NEW QUESTION # 228

The process of actively seeking or attracting candidates for employment is called what?

- A. Retention.
- B. Hiring.
- C. Recruitment.
- D. Promotion.

Answer: C

Explanation:

The correct answer to the question is "Recruitment." Recruitment refers to the process of actively seeking out, finding, and attracting candidates for employment. This process is crucial for organizations to fill job vacancies and ensure they have the right talent to meet their needs and objectives.

Recruitment can be performed internally by the human resources department or externally by recruitment agencies or headhunters. It involves several steps, including defining the job role, advertising the vacancy, screening and selecting candidates, conducting interviews, and finally hiring the most suitable candidates.

Effective recruitment is not just about filling an immediate vacancy but is part of a broader talent acquisition strategy. It should be an ongoing process that aligns with the strategic goals of the organization. This proactive approach helps organizations build a talent pool, making it easier to fill future vacancies and reduce the time and cost of hiring.

Recruitment is distinct from other human resource processes like retention, which focuses on keeping employees in the organization, and promotion, which involves advancing employees into higher roles based on their performance and potential. Each of these processes plays a vital role in the overall HR strategy, but recruitment is specifically about attracting new talent to the organization.

NEW QUESTION # 229

Which of the following would not be considered an example of horizontal violence?

- A. Backstabbing
- B. Bickering with peers.
- C. Taking blame for failure instead of attributing it to another person.
- D. Withholding information

Answer: C

Explanation:

Horizontal violence, also known as lateral violence, refers to hostile or aggressive behavior by individual coworkers against another coworker through acts that are aimed at humiliating, degrading, or disempowering them. This behavior can manifest in various forms within a workplace setting, particularly among peers at the same level of hierarchy.

Examples of horizontal violence include: - **Bickering with peers:** Engaging in petty, persistent arguing is a common form of horizontal violence. It can create a toxic work environment and lead to decreased teamwork and morale. - **Scapegoating:** This involves blaming a coworker for mistakes or failures, regardless of their actual responsibility. It unfairly targets one individual, often to deflect attention or blame away from others. - **Verbal affronts:** This can include making derogatory or belittling remarks, overtly criticizing someone in a demeaning manner, or using sarcasm to undermine a person's contribution. - **Non-verbal cues:** Actions such as making faces, raising eyebrows, or eye-rolling directed at individuals convey disrespect and can be as damaging as verbal assaults. - **Physical or psychological sabotage:** This refers to deliberate actions meant to hinder a coworker's performance, such as withholding necessary information, setting someone up to fail, or undermining someone's efforts.

On the other hand, taking blame for failure instead of attributing it to another person does not constitute horizontal violence. In fact, this behavior demonstrates accountability and can contribute positively to a culture of responsibility and integrity within the workplace. It involves an individual accepting their part in a negative outcome rather than shifting blame to others, which contrasts sharply with the undermining and destructive nature of horizontal violence.

Therefore, when considering which of the provided options would not be an example of horizontal violence, "Taking blame for failure instead of attributing it to another person" is clearly a behavior that promotes a healthier, more accountable work environment, and thus does not align with the characteristics of horizontal violence.

NEW QUESTION # 230

To accept a new theory for nursing practice, the theory must have all of the following EXCEPT:

- A. inclusiveness
- B. consistency
- C. complexity
- D. relevance

Answer: C

Explanation:

For a proposed theory to be effectively integrated into nursing practice, it must satisfy a set of established criteria that ensure its utility, relevance, and ease of application in real-world scenarios. These criteria typically include inclusiveness, consistency, accuracy, relevance, fruitfulness, and simplicity. The requirement for simplicity, in particular, is crucial as it ensures that the theory can be easily understood and applied by practitioners without unnecessary complications.

Complexity, contrary to the other criteria, is not desirable in a theory meant for practical application in nursing. A complex theory can lead to misunderstandings or misapplications in practice due to its difficult-to-grasp concepts or intricate explanations. The goal in nursing practice is to adopt theories that provide clear and direct utility in understanding and improving patient care, which can be hindered by overly complex theoretical frameworks.

Thus, while a good nursing theory should be inclusive (covering a broad range of situations and patients), consistent (logically coherent and internally consistent), accurate (empirically correct), relevant (applicable to current nursing practices), and fruitful (yielding new insights and approaches), it should not be complex. Simplicity ensures that the theory is accessible and practical for everyday use by nursing professionals. Therefore, complexity is the correct answer to what is NOT required in a new theory for nursing practice.

NEW QUESTION # 231

What term is used to describe costs that cannot be attributed to a specific area and are usually spread among departments?

- A. Indirect costs
- B. General costs
- C. Overhead
- D. Organizational costs

Answer: A

Explanation:

The term used to describe costs that cannot be directly attributed to a specific area or product and are usually spread among different departments or cost centers is "indirect costs." These costs contrast with direct costs, which can be directly linked to the production of specific goods or services.

Direct costs include items such as raw materials used in the production of products or the wages of employees directly involved in the production process. These costs are easily traceable to a specific product, department, or activity, which makes accounting and financial reporting more straightforward.

Indirect costs, on the other hand, are not directly linked to the production or sale of specific goods or services. Examples of indirect costs include utilities, rent, administrative salaries, and security services. These costs are necessary for the functioning of the business as a whole but do not directly contribute to any specific department or product line.

Because indirect costs cannot be attributed to a specific area, they must be allocated among different departments or products based on various allocation bases such as square footage, number of employees, or time spent. This allocation is essential for accurate product costing, budgeting, and financial reporting.

It is crucial for businesses to understand and manage their indirect costs effectively. Proper management helps in setting appropriate pricing, controlling expenses, and improving overall financial performance. In many industries, indirect costs can form a significant portion of total costs, and their efficient allocation can be a key factor in maintaining competitive pricing and profitability.

NEW QUESTION # 232

Which of the following is a method to promote positive change in an organization?

- A. Management by exception
- B. Error analysis
- C. Risk analysis
- D. Appreciative inquiry

Answer: D

Explanation:

Appreciative Inquiry (AI) is a change management approach that focuses on identifying what is working well, analyzing why it is working well, and then doing more of it. The underlying assumption of AI is that organizations grow in the direction of what they repeatedly ask questions about and focus their attention on. Unlike problem-solving methods that focus on identifying and fixing problems, AI is about exploring and amplifying strengths.

The process of Appreciative Inquiry typically involves several stages: 1. **Discovery**: This phase involves gathering stories and examples of when the organization is at its best. These stories are collected from employees, customers, and other stakeholders. The goal here is to identify the core values and the peak experiences of the organization. 2. **Dream**: In this stage, members of the organization envision the organization as if the peak experiences were the norm rather than exceptions. This stage leverages the positive stories to envision a future that expands on these successes. 3. **Design**: Here, participants in the inquiry process begin to co-create the ideal organization by aligning structures, processes, and practices with the high point experiences and dreams articulated in the earlier phases. 4. **Destiny**: The final stage focuses on implementing the designs created in the previous phase. It involves planning and executing changes that will replicate and scale up the success stories across the organization.

Appreciative Inquiry is particularly effective in fostering positive change because it builds enthusiasm and energy around what is already working well, rather than draining resources by focusing on failures and problems. It creates a positive cycle, where success breeds more success, driven by the collective energy and creativity of the organization's members. Additionally, AI involves all stakeholders in the change process, making it a collaborative and inclusive approach that increases buy-in and reduces resistance to change.

Through Appreciative Inquiry, organizations not only improve their systems and processes but also enhance their cultural dynamics by promoting a focus on positive potential rather than on limitations or deficiencies. This shift in focus can dramatically improve employee morale, engagement, and productivity, leading to sustained improvements in organizational performance and resilience.

NEW QUESTION # 233

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