

NEA-BC信息資訊 & NEA-BC考題套裝

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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>> NEA-BC信息資訊 <<

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最新的 Nursing ANCC NEA-BC 免費考試真題 (Q332-Q337):

問題 #332

Nurse executives are advised to incorporate the American Nurses Association RN Bill of Rights as part of the organization's nurse retention policies. Which of the following is one of these rights?

- A. All RNs have the right to work environment that is safe for themselves and their patients.
- **B. All of the above are part of the ANA's bill of rights.**
- C. All RNs have the right to freely and openly advocate for themselves and their patients without fear of retribution.
- D. All RNs have the right to practice in a manner that fulfills their obligations to society and to those who receive nursing care.

答案： B

解題說明：

The American Nurses Association (ANA) RN Bill of Rights is a crucial framework designed to ensure that nurses in the United States can work under conditions that allow them to provide high-quality care while also safeguarding their own rights and well-being. These rights are intended to support nurse retention by creating a positive and professional work environment. Incorporating these rights into organizational policies is advised for nurse executives to help maintain a satisfied and motivated nursing workforce. Here, we will discuss three specific rights mentioned in the question and confirm why all these options are indeed part of the ANA's RN Bill of Rights.

The first right mentioned, **"All RNs have the right to practice in a manner that fulfills their obligations to society and to those who receive nursing care,"** underscores the professional and ethical obligations nurses hold. This right ensures that nurses can deliver care that meets the standards of their profession and the expectations of society, addressing the needs and rights of patients without compromising the quality of care.

Another right, **"All RNs have the right to a work environment that is safe for themselves and their patients,"** is pivotal for nurse safety and patient safety. This right emphasizes the need for a workplace that minimizes risks and hazards, thus protecting both nurses and those they care for. A safe working environment is not only crucial for physical health but also for mental well-being, directly impacting nurse retention and job satisfaction.

The third right included in the question, **"All RNs have the right to freely and openly advocate for themselves and their patients without fear of retribution,"** highlights the importance of advocacy in nursing. This right allows nurses to speak up for the care needs of their patients and for their own professional and personal needs. Ensuring nurses can advocate without fear of retribution is essential for maintaining integrity and transparency within healthcare settings.

Confirming that **"All of the above are part of the ANA's bill of rights,"** reflects the comprehensive nature of the ANA RN Bill of Rights, which encompasses a total of seven specific rights designed to protect and empower nurses. Each of these rights contributes to a more ethical, safe, and professional nursing practice, which in turn aids in retaining skilled nursing professionals within healthcare organizations. By integrating these rights into retention policies, nurse executives can help ensure that nurses feel valued, protected, and empowered, leading to better patient outcomes and a more stable, effective healthcare system.

問題 #333

Which of the following is a disadvantage of organizational charts?

- A. They can be used as instructional tool in orientation.
- B. They identify inconsistencies.
- C. They are utilized to implement organizational changes.
- **D. They depict only formal authority structure.**

答案： D

解題說明：

Organizational charts are a common tool used in many businesses to clarify the structure and hierarchy of a company. They visually display the formal lines of authority, roles, and positions within an organization. However, one critical disadvantage of such charts is that they depict only the formal authority structure. This means that they focus solely on the officially designated managers, supervisors, and their direct reports, illustrating who formally reports to whom.

The limitation of showing only the formal authority structure is significant because it fails to capture the complexities and nuances of how work is actually conducted within the organization. In reality, many organizational processes and decisions are influenced by informal networks and relationships. These informal networks, often built on personal connections, shared experiences, and social interactions, can play a crucial role in the functioning of a company. They can facilitate or impede the flow of information, influence collaboration and innovation, and affect the overall efficiency and morale of the workforce.

Moreover, relying solely on an organizational chart can lead to misunderstandings about the sources of power and influence within the company. It might depict a clear hierarchical structure, but in practice, individuals not highlighted in high positions on the chart can hold significant influence if they possess expertise, control over critical resources, or have strong ties within the informal network. Another issue with organizational charts is that they are often outdated. Companies evolve, roles change, and new teams are formed as projects come and go. An organizational chart, unless frequently updated, might not accurately reflect the current state of the

organization. This can lead to confusion, inefficiencies, and a misalignment between the chart and the company's operational realities. Furthermore, an organizational chart can sometimes confuse authority with status. Just because an individual has a high position on the chart doesn't necessarily mean they have the respect or social standing within the company that usually accompanies such a position. The formal authority indicated might not translate into actual influence, which more often comes from demonstrated competence, leadership qualities, and interpersonal skills.

In summary, while organizational charts are useful for understanding the formal structure and reporting lines within an organization, they have significant limitations. They do not depict informal relationships that can significantly impact how an organization operates. Additionally, they might become outdated, confuse authority with status, and fail to indicate the actual dynamics of power and influence within the company.

問題 #334

The enlightened leader knows the difference between productivity and fruitfulness. Which of the following attributes is most associated with fruitfulness?

- A. judging on quantity of output
- B. mechanistic in nature
- C. humanistic in nature
- D. dependence on external sources

答案： C

解題說明：

To understand why "humanistic in nature" is most associated with fruitfulness, we need to first distinguish between productivity and fruitfulness, especially in the context of leadership and organizational management. Productivity typically refers to the efficiency with which outputs can be generated from given inputs. It is often measured quantitatively, focusing on the volume and speed of outputs. On the other hand, fruitfulness extends beyond mere productivity to include the quality and impact of outputs on a deeper, more meaningful level.

When we say that fruitfulness is humanistic in nature, we are emphasizing the approach that values individual contributions at a personal level. A humanistic approach in management or leadership focuses on the development and well-being of individuals. It respects and nurtures the potential of each person, seeing them not just as workers or tools in the production process, but as human beings with unique talents, aspirations, and needs.

This approach is distinctly different from a mechanistic view, which might prioritize efficiency and standardization, often at the expense of individual creativity and personal growth. A mechanistic approach typically views individuals as interchangeable parts of a larger machine, where the human aspect is secondary to the functionality and productivity of the system as a whole.

Similarly, fruitfulness differs from a dependence on external sources, which suggests relying heavily on factors outside of one's immediate control or influence, such as market conditions or external technologies. While these can affect productivity, fruitfulness cultivated through a humanistic approach is more about harnessing internal resources—such as employee creativity, motivation, and engagement.

Lastly, judging on the quantity of output is a characteristic aligned more with productivity than with fruitfulness. Fruitfulness involves looking beyond the quantity and focusing on the quality, significance, and sustainability of what is produced. It is about creating environments where individuals can thrive and produce their best work, which in turn benefits the organization in more substantial and lasting ways.

Thus, the attribute "humanistic in nature" aligns closely with the concept of fruitfulness as it encapsulates the nurturing of individual potential and respect for personal contributions, fostering an environment where meaningful and sustainable output can flourish.

問題 #335

All of the following are effective techniques for giving speeches EXCEPT:

- A. Close with a brief summary.
- B. Develop an outline using as many ideas as possible.
- C. Open with an introduction.
- D. Maintain eye contact during speech.

答案： B

解題說明：

To deliver an effective speech, it's crucial to employ strategies that enhance clarity, engagement, and retention among the audience. The question you're referring to highlights some common techniques that speakers might consider. Let's expand on each of these to understand why one of them is less effective compared to the others:

Maintain eye contact during the speech. Maintaining eye contact with the audience during a speech is a fundamental technique to engage listeners. It helps establish a connection with the audience, making the speech more personal and persuasive. Eye contact helps in conveying sincerity and confidence, keeping the audience interested and involved.

Develop an outline using as many ideas as possible. While developing a speech, it's important to organize thoughts in a structured manner. However, incorporating too many ideas can lead to a cluttered and confusing presentation. Effective speeches typically focus on a few key points (generally four to five main ideas). This allows the audience to grasp and remember the information more easily. Each main point can be supported by additional details, but they should all tie back to the core message of the speech. Overloading a speech with too many disparate ideas dilutes the central message and reduces its impact.

Open with an introduction. Opening with a clear introduction is a critical component of speech-making. The introduction sets the stage for what the audience can expect from the rest of the speech. It should capture the audience's attention, introduce the main topics that will be covered, and establish the speaker's credibility. A strong introduction helps to prepare the audience for the content to follow and can significantly boost their interest and understanding.

Close with a brief summary. Concluding a speech with a brief summary helps reinforce the key points discussed during the presentation. It provides the audience with a recap of the most important aspects of the speech, aiding in retention of the information. Additionally, a strong conclusion can motivate the audience towards a specific action or leave them with a lasting impression of the speaker's key message. In conclusion, among the techniques mentioned, "Develop an outline using as many ideas as possible" is the least effective for giving speeches. A more strategic approach is to focus on a manageable number of main ideas and support them with relevant details, ensuring that the speech remains clear, engaging, and memorable. This helps in maintaining the focus of both the speaker and the audience, leading to a more impactful delivery.

問題 #336

The Nurse Executive takes a job where she is charged with handling the daily operations of a unit and must do face-to-face interaction with staff. Which type of authority is this?

- A. Unit-Based Authority
- B. Project-Based Authority
- C. Program-Focused Authority
- D. Organization-Based Authority

答案： A

解題說明：

In the context of the question, the correct answer is "Unit-Based Authority." This type of authority refers specifically to responsibilities and powers that are assigned based on one's role in managing or overseeing a specific unit or department within a larger organization. In healthcare, where this scenario is set, a Nurse Executive with unit-based authority is focused on the daily operations of a particular unit, which could range from an intensive care unit to a pediatric department, among others.

Unit-Based Authority is crucial in settings where direct interaction and supervision of staff are essential for efficient operation and quality patient care. This authority structure allows the Nurse Executive to make operational decisions, manage resources, and address issues directly affecting their specific unit. It enables a more focused and immediate approach to management, as the executive is intimately familiar with the challenges and needs of their particular area of responsibility.

In this role, titles such as Nurse Manager, Clinical Coordinator, Nursing Supervisor, or Patient Care Director are common. Each of these positions involves a blend of clinical expertise and managerial competencies, aimed at improving both patient outcomes and staff performance. The Nurse Executive is expected to lead by example, providing guidance and support to nursing staff, while also ensuring adherence to healthcare regulations and standards.

Furthermore, having Unit-Based Authority means that the Nurse Executive usually has the autonomy to implement changes or improvements within the unit as deemed necessary. This could include adjustments in staffing, patient care protocols, or the introduction of new medical technologies. The ultimate goal in exercising this authority is to enhance the overall functionality and effectiveness of the unit, thereby improving patient care services offered by the healthcare facility.

By focusing on a specific unit, the Nurse Executive can also foster a closer working relationship with the team, enhancing communication and collaboration. This proximity to daily operations and staff interactions helps in addressing problems promptly and efficiently, which is essential in the fast-paced environment of healthcare.

In summary, Unit-Based Authority is a specialized form of management in healthcare that empowers a Nurse Executive to oversee and improve the operations of a specific unit, ensuring that high standards of care are maintained and that the unit operates smoothly and effectively within the larger organizational framework.

問題 #337

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