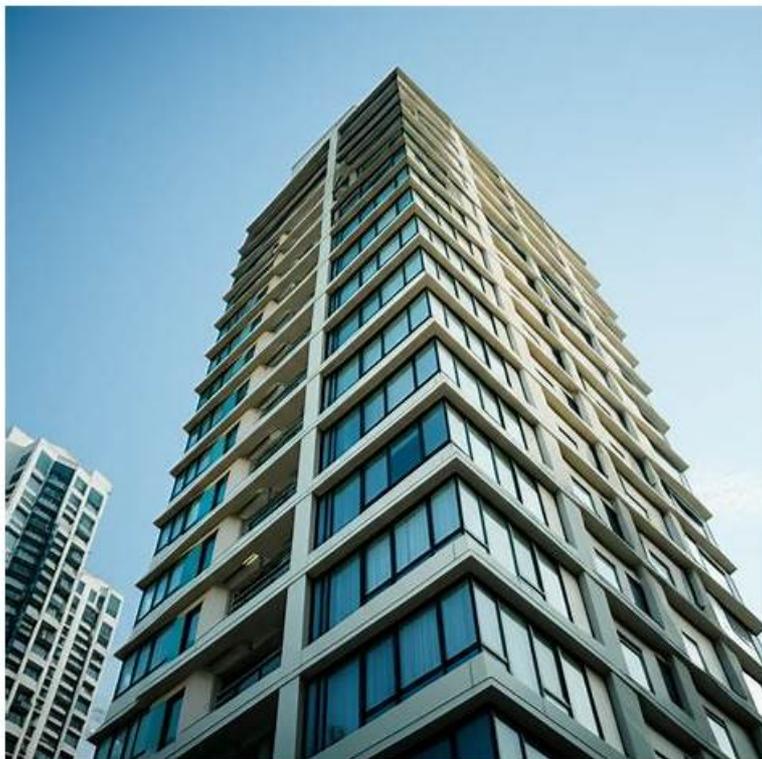


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## Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) 認定 NEA-BC 試験問題 (Q208-Q213):

### 質問 # 208

What type of evaluation is goal-oriented?

- A. Process evaluations.
- B. Evaluations do not focus on this.
- **C. Outcome evaluations.**
- D. Structure evaluations.

正解: C

解説:

The type of evaluation that is specifically goal-oriented is known as an outcome evaluation. This form of evaluation is crucial in assessing the effectiveness of a program, intervention, or treatment by focusing on the results or outcomes it produces with respect to predefined objectives or goals.

Outcome evaluations are conducted after the completion of an intervention. The primary purpose of this evaluation is to determine if the intervention has successfully met the intended goals, particularly in terms of patient or participant outcomes. These goals may vary widely depending on the context but typically include improvements in health, education, social behavior, or other relevant metrics that the intervention aims to influence.

Unlike process evaluations, which assess how a program was implemented or the fidelity to which a program was executed, outcome evaluations measure the ultimate results of the program. This can involve looking at end-state changes in conditions, behaviors, or practices that the program sought to alter. It is through these measurements that stakeholders can ascertain the value and efficacy of a program.

For example, in a healthcare setting, an outcome evaluation might examine whether a new treatment improved patient recovery rates, reduced symptoms, or enhanced quality of life for those affected by a certain condition. The focus is squarely on the end results, rather than the means by which these results were achieved.

In summary, outcome evaluations are essential for determining whether a program or intervention has achieved its goals. By focusing on the end results, these evaluations provide valuable insights into the effectiveness of the program and inform decisions about future implementations, modifications, or discontinuation. They are a key component of evidence-based practices across various fields including healthcare, education, and social services.

### 質問 # 209

The internship program for graduate nurses can last anywhere from a month to a year, according to the organization. All of the following would be benefits that an internship program could provide for the organization, except?

- A. Lower turnover rates.
- B. Increased nursing satisfaction
- C. An improved nursing outcome.
- **D. A higher turnover rate.**

正解: D

解説:

The question is asking which of the listed options is NOT a benefit that an internship program could provide for an organization. The correct answer is "A higher turnover rate." To understand why "A higher turnover rate" is the correct answer, we need to look at what is generally considered beneficial for organizations, particularly in the context of internship programs for graduate nurses. Internship programs are designed to provide a comprehensive learning and working experience that aids in the transition from student to professional. Such programs are structured to enhance skill sets, increase confidence, and integrate new nurses into the healthcare environment.

One key benefit of an internship program is "Increased nursing satisfaction." When graduate nurses participate in internship programs, they receive targeted training, mentorship, and gradual exposure to the responsibilities of their role. This supportive learning environment can lead to greater job satisfaction as interns feel more competent and valued. Increased job satisfaction is crucial for healthcare organizations since it directly influences job performance and patient care quality.

Another benefit is "Lower turnover rates," which contradicts the option of "A higher turnover rate." Internship programs help reduce turnover by fostering a sense of loyalty and belonging among new nurses. When graduate nurses are given the chance to slowly integrate into their roles and feel supported through an internship, they are more likely to stay with the organization. High turnover rates are generally undesirable as they lead to increased recruiting and training costs and can disrupt the continuity of care provided to patients.

Additionally, "An improved nursing outcome" is also a benefit of internship programs. With better-prepared and more satisfied nurses, the quality of care delivered to patients is likely to improve. Internship programs typically focus on enhancing clinical skills, understanding of hospital protocols, and teamwork, all of which contribute directly to better patient outcomes.

In summary, while internship programs are designed to enhance nursing satisfaction, reduce turnover, and improve patient care outcomes, they are not associated with causing a higher turnover rate. The option "A higher turnover rate" is not a benefit but rather an undesirable outcome for organizations, making it the correct answer to the question of what an internship program would not provide as a benefit.

### 質問 # 210

An action plan based on a root cause analysis requires all except which of the following?

- A. Identify the individual responsible for implementing the action plan.
- B. Determine reported sentinel and critical events.
- C. Identify the process of analysis.
- D. Determine reported Failure Mode and Effects Analysis.

正解: C

解説:

An action plan based on a root cause analysis is a structured approach to addressing and mitigating problems identified in various operational or project scenarios. The purpose of an action plan is to outline specific steps to prevent future occurrences of the identified issues. To construct an effective action plan, several key elements must be included:

1. **Identify the individual responsible for implementing the action plan:** It is crucial to specify who will be in charge of executing the action plan. This ensures accountability and clarity in roles and responsibilities. The designated individual will oversee the implementation process, manage resources, and ensure that the steps outlined in the action plan are executed within the set timelines. By clearly identifying this individual, organizations can avoid ambiguity and confusion, promoting a more efficient and effective response to the issues.
2. **Identify necessary changes and how these changes will be implemented:** The action plan should detail the specific changes required to address the root causes identified during the analysis. This includes outlining what needs to change, how these changes will be implemented, and the resources required. It is also beneficial to set clear goals and objectives for each change, which will help in measuring the effectiveness of the action plan post-implementation.
3. **Determine reported sentinel and critical events:** Understanding and documenting the incidents that triggered the root cause analysis is essential. These events, often referred to as sentinel or critical events, are the occurrences that highlighted underlying issues in the system or process. By clearly stating these events in the action plan, organizations can ensure that the measures implemented directly address these significant concerns.
4. **Determine reported Failure Mode and Effects Analysis (FMEA):** If an FMEA was conducted, the findings from this analysis should also be incorporated into the action plan. FMEA helps identify potential failures in processes and the possible effects of these failures. Including this analysis in the action plan ensures a comprehensive approach to tackling all possible angles of the problem and prevents future failures.

In conclusion, a robust action plan based on root cause analysis is not merely about identifying what went wrong; it also involves clearly defining the roles, responsibilities, and specific steps needed to make systemic improvements. By addressing these key areas, organizations can enhance their resilience, reduce risks, and improve overall efficiency.

### 質問 # 211

A culturally diverse workforce is a benefit to patients in which way?

- A. With autonomy.
- B. Decrease stress in a crisis.
- C. Financially.
- D. Linguistically.

正解: D

解説:

A culturally diverse workforce benefits patients in several significant ways, particularly linguistically. Here's an expanded explanation of why this is beneficial:

Linguistically, a culturally diverse workforce means that staff members come from various backgrounds and, as a result, often speak multiple languages. In a healthcare setting, this linguistic diversity is incredibly beneficial. Patients who are non-native English speakers or who speak limited English will find communication less of a barrier when interacting with healthcare providers who can

speak their language. This can lead to a more accurate and comprehensive understanding of the patients' symptoms, medical history, and treatment options.

Accurate communication is crucial in medical settings. Misunderstandings can lead to incorrect diagnoses, inappropriate treatments, or errors in medication. Having staff who can communicate in the patient's native language reduces these risks significantly. It ensures that medical advice and explanations of treatment procedures are understood correctly, which is essential for effective treatment and patient safety.

Furthermore, when patients can communicate in their language, it enhances their comfort level and reduces anxiety, which can be particularly high in medical settings. This comfort can lead to increased patient satisfaction, as they feel more respected and valued. They are likely to be more cooperative during the treatment process, which can further improve health outcomes.

In addition to enhancing communication, linguistic diversity in healthcare professionals can help in preserving the cultural sensitivity that might be overlooked by those not familiar with specific cultural norms or practices. Understanding cultural nuances can prevent potential misunderstandings and respect patients' cultural perspectives, which can be pivotal in treatment plans especially in fields like mental health or palliative care.

Overall, the linguistic benefits of a culturally diverse nursing staff not only facilitate better communication and increase patient satisfaction but also improve the overall safety and effectiveness of healthcare delivery. This diversity is an asset to healthcare institutions aiming to provide high-quality care to a multicultural patient base.

### 質問 # 212

Which of the following would NOT be a defense to a malpractice claim?

- A. unavoidable accident
- B. contributory negligence
- C. assumption of the risk
- D. *res ipsa loquitur*

正解: D

解説:

The legal doctrine of *res ipsa loquitur* is often mentioned in discussions of negligence, particularly in personal injury and malpractice cases. However, contrary to some of the options presented in the original question, *res ipsa loquitur* is not a defense mechanism that can be used by defendants in such cases. Instead, it is a principle used by plaintiffs to establish evidence of negligence.

*Res ipsa loquitur*, a Latin term meaning "the thing speaks for itself," applies when the nature of the accident is such that it would not ordinarily occur without negligence and the instrumentality causing the injury was under the exclusive control of the defendant. When invoked successfully, this doctrine shifts the burden of proof from the plaintiff to the defendant, compelling the defendant to provide evidence that the injury was not due to their negligence.

For example, in a surgical malpractice case where a patient suffers burns from a piece of medical equipment that should have been under the exclusive control of the surgical team, the principle of *res ipsa loquitur* can help establish that such an incident typically arises from negligence. The patient (plaintiff) would not need to prove exactly how the negligence occurred, merely that the accident itself is evidence of negligence.

In contrast, other options listed in the question, such as contributory negligence, assumption of the risk, and unavoidable accident, are indeed defenses that can be used by defendants. Contributory negligence involves a situation where the plaintiff may have also been negligent and contributed to their harm. Assumption of the risk is a defense when the plaintiff knowingly and voluntarily assumes a risk inherent to a dangerous activity they chose to undertake. Unavoidable accident refers to incidents that occur without negligence from any party.

Therefore, *res ipsa loquitur* stands out among the listed options as it does not serve as a defense for the defendant but rather a tool for the plaintiff to facilitate proving a claim of negligence. This distinction is crucial for both legal practitioners and those involved in or studying cases of negligence and malpractice.

### 質問 # 213

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