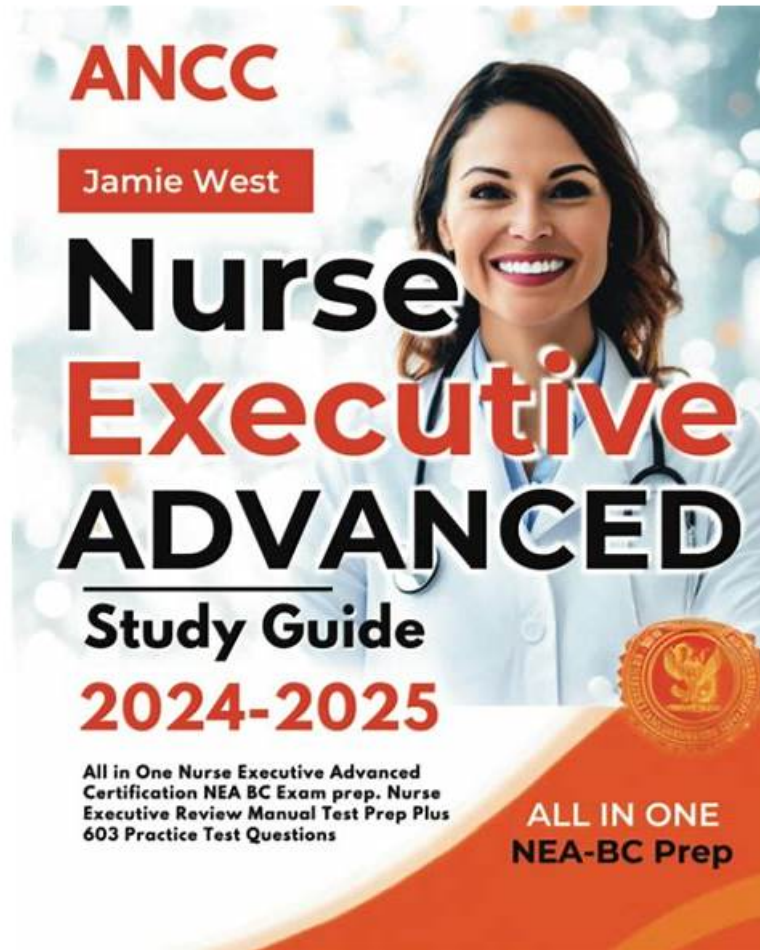


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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample

Questions (Q99-Q104):

NEW QUESTION # 99

Under the Americans with Disabilities Act of 1990, what is meant by reasonable accommodations?

- A. They are modifications to the job application process that allow the employer to identify who is a qualified disabled person.
- B. They are modifications to the job application process, to the work environment, and that enable an employee with a disability to enjoy the same benefits and privileges as those without disabilities.
- C. They are modifications to the job description to allow physically disabled persons to maintain employment.
- D. all of the above

Answer: B

Explanation:

Under the Americans with Disabilities Act of 1990 (ADA), "reasonable accommodations" refer to necessary and appropriate modifications and adjustments not imposing a disproportionate or undue burden, wherever needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

In the context of employment, this means adjustments or modifications to the job application process, the work environment, or the way work is usually done, that enable a qualified individual with a disability to participate in the application process, perform the essential functions of a job, and enjoy benefits and privileges of employment equal to those enjoyed by employees without disabilities. Examples of reasonable accommodations might include making existing facilities accessible, modifying work schedules, providing new or modifying existing equipment, and providing qualified readers or interpreters.

It is important to note that reasonable accommodations are designed to support the employee in performing their job and does not include modifications that primarily benefit the employer or alterations to essential job functions. Moreover, the ADA does not require accommodations that would cause undue hardship to the employer, defined as significant difficulty or expense considering the employer's size, financial resources, and the nature of the operation.

Furthermore, reasonable accommodations do not determine who is qualified as having a disability. The qualification of having a disability is assessed separately, typically based on whether an individual has a physical or mental impairment that substantially limits one or more major life activities.

In essence, the concept of reasonable accommodations is about providing equality of opportunity, full participation, independent living, and economic self-sufficiency for people with disabilities. This principle helps ensure that individuals with disabilities can work effectively and safely, contributing their skills to the workforce without being hindered by unnecessary barriers.

NEW QUESTION # 100

An outcome that measures the patient's functional status is what?

- A. Functional ability.
- B. Patient's daily ability.
- C. Quality of Life Expectancy.
- D. Activities of daily living.

Answer: D

Explanation:

An outcome that measures a patient's functional status essentially evaluates how well they can perform activities necessary for daily living. The term "functional status" refers to one's ability to perform normal daily activities required to meet basic needs, fulfill usual roles, and maintain health and well-being.

The most common way to assess this is through the evaluation of "Activities of Daily Living," or ADLs. ADLs encompass basic tasks essential for day-to-day functioning, such as bathing, dressing, eating, using the toilet, transferring (getting in and out of a bed or chair), and maintaining continence. How independently these activities can be performed is a direct indicator of a patient's functional status.

ADLs are a crucial component in assessing the health and recovery progress of patients, particularly in the elderly, those with disabilities, or individuals recovering from illnesses or surgical procedures. Clinicians and caregivers often use ADLs as a metric to determine the level of care needed, as well as to track improvements or deteriorations in a patient's physical capabilities over time. Beyond ADLs, there are also "Instrumental Activities of Daily Living" (IADLs), which are not necessary for fundamental functioning but allow an individual to live independently in a community. These include tasks such as managing finances, handling transportation, shopping, preparing meals, and managing medication.

It's important to note that while ADLs and IADLs are valuable tools for measuring functional status, they are just part of a broader assessment. Other outcome measurements might include physical endurance tests, mental health evaluations, and quality of life assessments, each providing additional insights into a patient's overall health status.

In summary, when assessing a patient's functional status, healthcare providers look closely at the ability to perform activities of daily living. This assessment helps inform treatment plans and support services, aiming to improve or maintain a patient's independence and overall quality of life.

NEW QUESTION # 101

What is the greatest factor in preventing the spread of illness?

- A. Clean linen.
- B. Gowning.
- C. Facial masks.
- **D. Hand washing.**

Answer: D

Explanation:

The question posed asks about the most significant factor in preventing the spread of illness. The answer provided is hand washing, which is emphasized as the most critical preventive measure among other options such as gowning, clean linen, and facial masks. This response is rooted in the principles of medical asepsis, which involve techniques to reduce and prevent the spread of pathogens. Medical asepsis includes a range of practices aimed at maintaining a clean and safe environment to minimize the risk of infection. Hand washing is highlighted as a fundamental aspect of these practices. Regular and thorough hand washing by healthcare providers, patients, and even visitors can significantly reduce the transmission of infectious agents. This simple yet effective method is essential because hands often act as vectors that carry disease-causing germs from one person to another or from one site to another within the same person's body.

While gowning, the use of clean linen, and wearing facial masks also play important roles in preventing infection, hand washing stands out because of its general applicability and established effectiveness. Gowning and masks are particularly relevant in specific settings like operating rooms or during outbreaks of respiratory illnesses, whereas hand washing is universally recognized and easy to perform in any setting. It serves as the first line of defense against the transmission of many types of pathogens.

Moreover, the emphasis on hand washing is backed by numerous studies and public health guidelines that document its efficacy in interrupting the spread of infections. Organizations such as the World Health Organization (WHO) and the Centers for Disease Control and Prevention (CDC) promote hand hygiene as a critical action for both healthcare workers and the general public, especially in controlling outbreaks of highly infectious diseases.

In summary, while other methods included under medical asepsis are valuable, hand washing is universally acknowledged as the single most effective practice to prevent the spread of infections. Its simplicity, cost-effectiveness, and broad applicability make it a cornerstone of infection prevention strategies in medical and everyday settings.

NEW QUESTION # 102

Market penetration refers to

- **A. How well an organization has exposed its products or services to potential customers**
- B. What percentage of the potential customers use an organization's products or services
- C. The particular market niches served by an organization
- D. The share of the market served by an organization

Answer: A

Explanation:

Market penetration is a critical measure in business strategy that refers to how well an organization has exposed its products or services to potential customers. Essentially, it gauges the extent to which a company's offerings are known and used in a given market. The term is often used to assess the success of a product launch, the effectiveness of marketing campaigns, and the overall presence of a business within a competitive landscape.

The primary goal of achieving high market penetration is to increase the number of customers who are aware of and actively purchasing the company's products or services. This can be facilitated through various marketing and sales initiatives that aim to reach a wide audience and convert them into customers. Effective strategies might include advertising, promotions, price adjustments, and enhancing product features to better meet customer needs.

Moreover, market penetration is not solely about reaching new customers but also about deepening engagement with existing ones. This could involve upselling, cross-selling, or improving customer service to increase customer loyalty and repeat business. Companies with high market penetration are often seen as market leaders, which can create a positive feedback loop, attracting even more customers and reinforcing their position in the market.

Greater market penetration also leads to a higher market share, which is the proportion of a market controlled by a particular

company or product. As market penetration increases, a company can leverage its growing customer base to optimize its supply chains, reduce costs through economies of scale, and invest further in research and development to innovate and maintain its competitive edge.

In summary, market penetration is a crucial indicator of how well an organization's products or services are known and purchased within a market. Achieving high market penetration is indicative of effective business strategies and operational excellence. It not only helps in establishing a strong market presence but also in securing a sustainable competitive advantage in the industry.

NEW QUESTION # 103

Which of the following is NOT true of workplace politics?

- A. Long-term employees may have a major influence on workplace climate and politics.
- B. They are usually the result of a climate set by upper management.
- C. They are always petty or negative.
- D. Awareness of workplace politics is key to being successful as an employee.

Answer: C

Explanation:

Workplace politics often carries a negative connotation, implying underhanded tactics or self-serving behavior. However, this view doesn't fully capture the essence or ubiquity of politics in the workplace. The statement that workplace politics are "always petty or negative" is incorrect because it oversimplifies the complexities and roles of office dynamics.

Workplace politics essentially refers to the ways in which individuals within an organization interact with each other and vie for influence, power, and resources. These interactions and the strategies employed can involve a mix of both positive and negative tactics. Positive aspects of workplace politics might include networking, coalition-building, and negotiation, aimed at achieving beneficial outcomes for the organization and its employees.

Moreover, workplace politics is influenced by the organizational culture set by upper management. If leadership fosters transparency, collaboration, and ethical behavior, the political environment is likely to mirror these characteristics, potentially leading to a positive political climate. In contrast, if the leadership cultivates an environment of secrecy and competition, the politics might skew towards negative behaviors such as backstabbing or sabotage.

Understanding and navigating workplace politics is crucial for career success. Awareness of the dynamics at play helps employees, especially those in managerial or influential positions, to effectively engage with and influence these dynamics. This skill is essential not just for personal advancement but also for contributing positively to the organization's goals and culture.

In conclusion, dismissing all workplace politics as petty or negative ignores the nuanced roles these dynamics play in organizational life. By recognizing and adeptly managing these interactions, employees can harness the power of workplace politics to foster both personal and organizational growth.

NEW QUESTION # 104

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