

NEA-BC資訊 - NEA-BC測試

Test 1 - NEA BC

0.5 FTE - ANS a nurse who works part time through out the year is what FTE based on a 40 hour work week

accelerate rapid cycle change - ANS goal is to modify and accelerate methods in order to respond quickly

accommodation - ANS an approach to conflict in which a person gives in to other group members, even at the expense of his or her own goals

Accountable Care Organization (ACO) - ANS An organization of healthcare providers accountable for the quality, cost, and overall care of Medicare beneficiaries who are assigned and enrolled in the traditional fee-for-service program patients will have some health info shared to ensure coordination of care and prevent duplication of services if enrolled cannot participate in medicare advantage plans such as HMO/PPO

Act - ANS PDSA identify necessary changes, adopt, and continue to monitor

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這幾年IT行業發展非常之迅速，那麼學IT的人也如洪水猛獸般迅速多了起來，他們為了使自己以後有所作為而不斷的努力，Nursing的NEA-BC考試認證是IT行業必不可少的認證，許多人為想通過此認證而感到苦惱。今天我告訴大家一個好辦法，就是選擇PDFExamDumps Nursing的NEA-BC考試認證培訓資料，它可以幫助你們通過考試獲得認證，而且我們可以保證通過率100%，如果沒有通過，我們將保證退還全部購買費用，不讓你們有任何損失。

>> NEA-BC資訊 <<

NEA-BC測試 - 最新NEA-BC題庫資訊

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最新的 Nursing ANCC NEA-BC 免費考試真題 (Q148-Q153):

問題 #148

There are two major categories of exceptions to at-will employment. Which of the following is one of these?

- A. pre-termination policy
- B. defamation of employer
- C. implied covenant of good faith and fair dealing
- D. jurisdictional exceptions

答案： C

解題說明：

In the context of at-will employment, where employers can generally terminate an employee for any reason or for no reason at all, there are significant exceptions that protect employees from arbitrary dismissal. One of these major exceptions is the "implied covenant of good faith and fair dealing." This legal principle suggests that in every employment contract, there is an implicit understanding that the parties will not treat each other unfairly or act in a way that will destroy the rights of the other party to receive the benefits of the contract. Specifically, this means that an employer should not terminate an employee in a manner that intentionally deprives them of the compensation or benefits that they have rightfully earned. For instance, firing an employee to avoid paying a due bonus or commission that has been earned but not yet paid out would likely constitute a breach of this covenant.

Another key exception to at-will employment is adherence to public policy. This exception prevents an employer from terminating an employee if the dismissal would contravene the state's public policy doctrine. Essentially, it means that an employer cannot fire an employee for reasons that society recognizes as illegitimate grounds for termination. Examples include firing an employee for filing a workers' compensation claim, for refusing to engage in illegal activities at the request of the employer, or for performing a public obligation, such as jury duty.

These two exceptions play a crucial role in providing a balance to the broad powers generally held by employers under the at-will employment doctrine. They ensure a level of fairness and protect employees from being terminated for reasons that are unethical or illegal, thus promoting a more just workplace environment.

問題 #149

School-based clinics and faith-based clinics would be part of which model of nursing care delivery?

- A. partnership clinical model
- B. collaborative patient management model
- C. patient and family centered care
- D. community-based nursing centers

答案： D

解題說明：

School-based clinics and faith-based clinics are part of the model of nursing care delivery known as community-based nursing centers. This model focuses on providing healthcare services directly within the community setting, emphasizing accessibility, and tailored healthcare to meet the specific needs of the community it serves.

Community-based nursing centers have a rich history of serving populations that are often marginalized or have difficulty accessing conventional healthcare services, such as the poor and uninsured. By situating services in community centers, schools, churches, and other accessible locations, these centers work to eliminate barriers to healthcare such as transportation, cost, and unfamiliarity with the healthcare system.

School-based clinics, a type of community-based nursing center, are usually established within or adjacent to schools. They provide primary healthcare services, preventive care, and sometimes even emergency care to students and, in some cases, to families and community members. This setup not only ensures that children and adolescents receive timely healthcare interventions but also integrates health education into the school environment, promoting a culture of health from a young age.

Similarly, faith-based clinics operate within or in collaboration with religious institutions. These clinics leverage the trust and communication established through religious congregations to foster a supportive environment where community members feel comfortable seeking care. Faith-based clinics often extend beyond just providing healthcare services to address spiritual and emotional needs, thereby offering a holistic approach to wellness that resonates deeply with the community members.

Hence, both school-based and faith-based clinics are integral to the model of community-based nursing centers. They exemplify how healthcare can be decentralized and brought into the everyday lives of people, thereby not only providing medical care but also

empowering communities towards better health management and education. This model is particularly effective in reaching underserved areas where traditional healthcare infrastructure is either lacking or ineffective.

問題 #150

Team leaders must be good signpost readers. Their ability to anticipate what actions will be needed is a key to being a good leader. This is living in the potential. All of the following are factors involved in living in the potential as opposed to living in the actual EXCEPT:

- A. emphasis on current activity
- B. seeing the work as a journey
- C. inclusion of coming events
- D. focusing on good outcomes

答案： A

解題說明：

The question revolves around the concept of "living in the potential" versus "living in the actual" within the context of leadership. The term "living in the potential" refers to a forward-thinking approach where leaders focus on future possibilities and anticipate changes and challenges. On the other hand, "living in the actual" involves focusing on present conditions and immediate tasks.

The correct answer to the question is "emphasis on current activity," which does not align with living in the potential. Emphasizing current activities means concentrating on the present state of affairs or tasks at hand without necessarily considering future implications or potential developments. This approach is more reactive than proactive, as it addresses immediate needs and situations without anticipating what might come next.

In contrast, other options listed in the question set such as "inclusion of coming events," "seeing the work as a journey," and "focusing on good outcomes" are all indicative of a mindset oriented towards the future, which is crucial for living in the potential. These aspects involve: 1. ****Inclusion of coming events****: This implies that a leader is not only aware of current happenings but is also preparing for future events. This preparation involves strategic planning and foresight, which are essential for effective leadership. 2. ****Seeing the work as a journey****: This perspective encourages viewing projects or tasks as part of a larger narrative or progression, which includes growth and evolution over time. It helps in setting long-term goals and understanding how current actions fit into a broader context. 3. ****Focusing on good outcomes****: This involves setting sights on desirable future results and working strategically towards achieving them. It requires an understanding of how present actions will influence future results, thus linking current efforts to potential successes.

Therefore, while the other choices reflect an orientation towards future conditions and a proactive leadership style, emphasizing current activity is distinctly about dealing with the present. It involves managing day-to-day operations effectively but does not necessarily require considering the longer-term implications of these actions, which is central to living in the potential.

問題 #151

When members of a group avoid risk and fear to disagree or to carefully assess the points under discussion this is called:

- A. norming
- B. group cohesiveness
- C. storming
- D. groupthink

答案： D

解題說明：

Groupthink is a psychological phenomenon that occurs within a group of people in which the desire for harmony or conformity in the group results in an irrational or dysfunctional decision-making outcome. The term was first coined by social psychologist Irving Janis in 1972. It is a common pitfall in team discussions and decisions, where the pressure to align with the opinion of the majority can suppress dissenting viewpoints and lead to poor decisions.

The primary cause of groupthink is the cohesiveness of a group. When members of a group seek agreement and consensus without critically testing, analyzing, and evaluating ideas, an environment is created where alternative viewpoints are not considered. This can often occur in a group where there is a clear directive from leadership or a strong desire to not upset the status quo.

Characteristic symptoms of groupthink include the illusion of invulnerability, collective rationalization, belief in inherent morality of the group, stereotyped views of out-groups, direct pressure on dissenters, self-censorship, illusion of unanimity, and self-appointed 'mindguards'. These symptoms contribute to the group making ineffective decisions by failing to survey alternatives, not taking into account expert opinions, being overly optimistic, and underestimating potential risks.

The consequences of groupthink can be severe, particularly in environments where high-stakes decisions are made, such as in

government, military, or corporate settings. Poor decisions made as a result of groupthink can lead to great losses in terms of resources, human capital, and sometimes even lives.

Preventing groupthink involves encouraging open dialogue, promoting diversity of thought, and fostering an environment where dissenting opinions are welcomed and considered. Leaders play a crucial role in preventing groupthink by refraining from expressing an opinion too early in the decision-making process and by facilitating unbiased discussions. Additionally, bringing in outside experts, setting up independent groups to work on the same issue, and seeking anonymous feedback are strategies that can help avert the occurrence of groupthink.

Understanding and being vigilant about groupthink is essential for anyone who works in a team or leads a group. By fostering a culture that values diverse perspectives and critical thinking, groups can make better decisions and avoid the pitfalls of conformity and consensus-seeking that characterize groupthink.

問題 #152

Which type of liability holds that individuals are responsible for their own actions?

- A. personal liability
- B. corporate liability
- C. vicarious liability
- D. all of the above

答案： A

解題說明：

The correct answer to the question regarding which type of liability holds that individuals are responsible for their own actions is personal liability. This concept is particularly relevant in various professional fields, including the health professions, where it is crucial to distinguish between personal and corporate liability.

Personal liability refers to the legal responsibility individuals hold for actions they personally undertake. This means that if an individual commits an act that causes harm or damages, they are directly accountable for those actions under the law. This form of liability emphasizes the importance of personal accountability and the expectation that professionals will adhere to a certain standard of conduct in their duties.

An extension of personal liability is vicarious liability, which sometimes confuses the distinction between personal and corporate responsibilities. Vicarious liability implies that an individual or an organization can be held responsible for the actions of another person, typically because of a relationship of authority or control, such as an employer being held liable for the acts of their employees. However, the foundation of vicarious liability still rests on the concept of personal responsibility of the individual who actually committed the act.

On the other hand, corporate liability is the concept where an organization, rather than individuals, is held liable for actions that result from its business operations. This could include anything from regulatory non-compliance to harm caused by a product or service. Corporate liability ensures that organizations maintain standards of operation that protect the public and adhere to legal and ethical standards.

Understanding these distinctions is essential, especially in environments where the actions of individuals can significantly impact others, such as in healthcare. Maintaining clear boundaries between personal and corporate liability ensures that appropriate parties are held accountable for their actions, promoting a culture of responsibility and trust in professional settings.

問題 #153

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