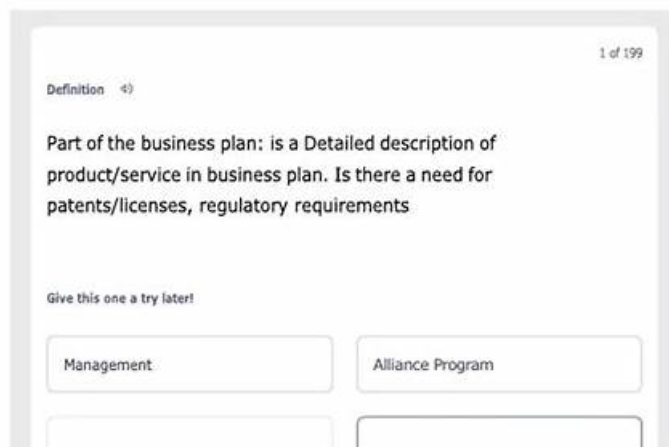


NEA-BC認証pdf資料、NEA-BC最新試験

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Nursing NEA-BC最新試験 & NEA-BC合格体験記

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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) 認定 NEA-BC 試験問題 (Q275-Q280):

質問 # 275

Which of the following is of the lowest reporting priority for OSHA?

- A. referrals from other government agencies
- B. targeted inspections
- C. follow-up inspections
- D. imminent dangers

正解: C

解説:

The question asks which category of issue reported to the Occupational Safety and Health Administration (OSHA) has the lowest priority. To answer this, it's important to understand how OSHA prioritizes different types of reports and inspections.

OSHA categorizes reports and inspection priorities into several levels. At the top of the priority list are imminent dangers - situations that could cause death or serious physical harm. These require immediate response to prevent potential injuries or fatalities.

Next in priority are incidents involving fatalities or serious accidents that result in hospitalization of three or more employees. OSHA places a high priority on these cases to investigate the causes and prevent future occurrences.

Following these are complaints by employees, which can include a variety of issues ranging from minor safety concerns to more significant hazards. OSHA takes these complaints seriously as they often indicate underlying safety issues that need to be addressed.

Referrals from other government agencies also rank above follow-up inspections. These referrals can come from local, state, or other federal organizations and typically indicate potential safety issues that might not have been directly reported to OSHA.

Targeted inspections are planned based on particular criteria, such as industries with high rates of accidents or violations. These are part of OSHA's proactive approach to enforce safety regulations in workplaces known for higher risks.

Finally, the lowest priority is given to follow-up inspections. These are conducted to ensure that previously cited violations have been corrected. While important, they are ranked lower because they typically do not involve immediate threats to worker safety, as the initial hazardous conditions should have been addressed following the first inspection.

Therefore, based on the ranking provided, "follow-up inspections" are of the lowest reporting priority for OSHA. This category is primarily focused on verifying compliance with previous citations rather than responding to new or imminent safety threats.

質問 # 276

Skill, experience, explicit knowledge, and value judgments make up which of the following?

- A. Competence.
- B. Applied judgment.
- C. Human capital.
- D. Intellectual capital.

正解: A

解説:

The correct answer to the question about what comprises skill, experience, explicit knowledge, and value judgments is "Competence." This concept is notably discussed by Karl-Erik Sveiby, a key figure in the field of knowledge management. Sveiby highlights that competence is a multifaceted construct that encompasses a range of intellectual assets critical to individual and organizational performance.

To understand why competence is the correct answer, it's essential to break down its components: 1. **Skill:** This refers to the ability to perform tasks effectively and efficiently, developed through training or practice. 2. **Experience:** This is the knowledge or mastery obtained from direct participation in events or activities. Experience enriches a person's understanding and potential for effective action. 3. **Explicit Knowledge:** This type of knowledge is easily articulated, codified, stored, and accessed. It can include facts, theories, and procedures that are transmittable in formal, systematic language. 4. **Value Judgments:** These are assessments that reflect personal or cultural values, guiding decision-making and behavior in various situations.

Competence, thus, is not just about having skills or knowledge; it also involves the ability to apply these effectively in decision-making through informed judgments based on values and experience. This broader understanding of competence is crucial because it directly influences how effectively an individual contributes to the goals and successes of an organization.

Furthermore, Sveiby uses the concept of competence to measure the intellectual capital of an organization. Intellectual capital is a critical asset in today's knowledge-intensive economies, comprising human capital, structural capital, and relational capital.

Competence, as part of human capital, plays a vital role in enhancing an organization's intellectual foundation, thereby driving its competitive advantage and capacity for innovation.

In conclusion, competence is a comprehensive attribute that integrates practical skills, accumulated experiential insights, structured explicit knowledge, and nuanced value judgments, all of which are essential for both personal effectiveness and organizational success. Understanding and developing competence can therefore be seen as a strategic approach to managing and leveraging intellectual capital in any organization.

質問 # 277

Which of the following phases of groups is the one in which roles and norms are established, with a move toward consensus and objectives?

- A. cohesion phase
- B. performing phase
- C. orientation phase
- D. conflict phase

正解: A

解説:

The correct answer to the question is the "cohesion phase," also known as the norming phase in group development. This phase plays a critical role in the formation and ultimate success of a group.

Group development typically progresses through several distinct stages: forming, storming, norming (cohesion), and performing. Each phase serves a specific function in the group's evolution. The cohesion phase, in particular, is pivotal because it marks the transition from individual to collective functioning.

During the cohesion phase, group members begin to resolve their differences, appreciate colleagues' strengths, and respect the authority of the group leader. It is during this stage that roles and responsibilities are clearly distributed among the group members. This distribution helps in minimizing conflicts and clarifying expectations, which, in turn, enhances the efficiency of the group.

Norms, which are the shared rules, guidelines, or standards that the group agrees to follow, are also established during this phase.

Norms provide a framework that dictates acceptable behavior and operational procedures within the group. By setting these standards, the group ensures that its members are working within agreed boundaries, which supports the overall group cohesion and function.

The move toward consensus and objectives is another critical aspect of the cohesion phase. During this stage, group members collectively discuss and agree on the common goals and objectives they aim to achieve. This agreement is essential for directing the group's efforts and resources efficiently towards achieving these goals. The sense of unity and shared purpose fostered during this phase is fundamental to the group's success.

In summary, the cohesion or norming phase is crucial for establishing a harmonious and productive group environment. Through the negotiation of roles, setting of norms, and alignment on goals, the group builds a solid foundation that enables them to effectively collaborate and perform in subsequent phases. This understanding and framework set during the cohesion phase are what enable groups to succeed in complex endeavors.

質問 # 278

Which of the following is a disadvantage of organizational charts?

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

正解: D

解説:

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.

質問 # 279

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

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

正解: D

解説:

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.

質問 # 280

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