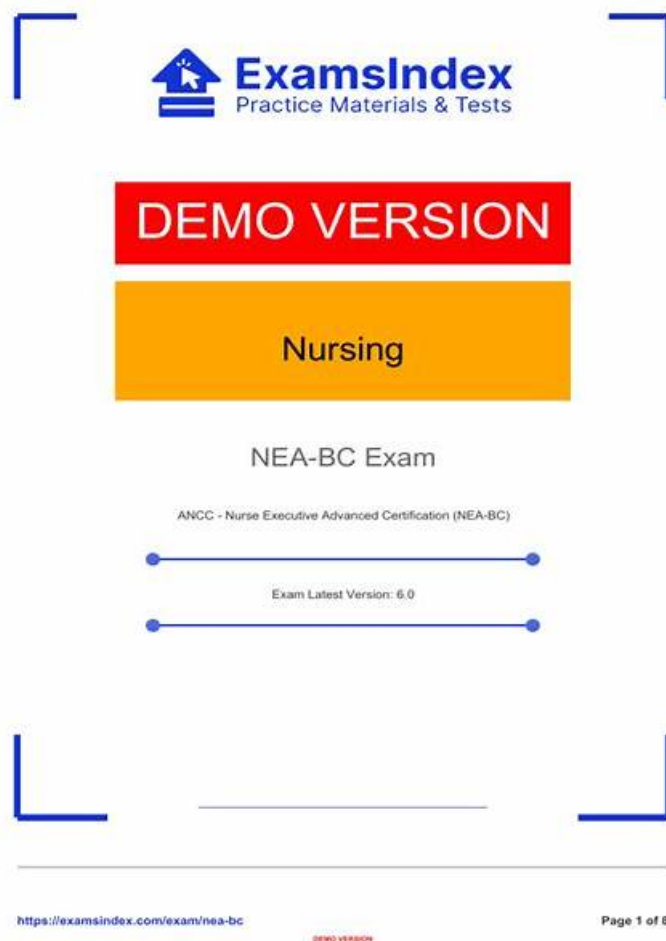


Nursing NEA-BC最新試験情報 & NEA-BC実際試験



さらに、Jpshiken NEA-BCダンプの一部が現在無料で提供されています：<https://drive.google.com/open?id=1aTnZ9XlwU0LmHk1gyfYxMPS6uf7I0dGK>

当社Jpshiken、NEA-BC学習教材の新しいバージョンのリリースに成功しました。おそらく、NEA-BC試験の準備に深く悩まされているでしょう。これで、NEA-BC学習教材の助けを借りて、完全にリラックスした気分になります。当社の製品は信頼性が高く優れています。さらに、当社のNEA-BC学習教材の合格率は市場で最高です。NEA-BC学習教材を購入することは、あなたが半分成功したことを意味します。NEA-BC試験に初めて合格する場合、適切な決定は非常に重要です。

近年、社会の急速な発展に伴って、IT業界は人々に愛顧されました。Nursing NEA-BCIT認定試験を受験して認証資格を取ることを通して、IT事業を更に上がる人は多くになります。そのときは、あなたにとって必要するのはあなたのNursing NEA-BC試験合格をたすけてあげるのJpshikenというサイトです。Jpshikenの素晴らしい問題集はIT技術者が長年を重ねて、総括しました経験と結果です。先人の肩の上に立って、あなたも成功に一歩近付くことができます。

>> Nursing NEA-BC最新試験情報 <<

NEA-BC最新試験情報 - ANCC - Nurse Executive Advanced Certification (NEA-BC)に合格するための親友

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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) 認定 NEA-BC 試験問題 (Q158-Q163):

質問 # 158

The Fair Labor Standards Act

- A. Requires paid maternity leave for employees
- **B. Requires overtime pay for non-exempt employees**
- C. Establishes a grievance procedure for non-exempt employees
- D. Protects employees against age discrimination

正解: B

解説:

The Fair Labor Standards Act (FLSA), enacted in 1938, is a critical piece of legislation in the United States that aims to protect workers by setting standards for minimum wage, overtime pay, recordkeeping, and youth employment across the private sector and in Federal, State, and local governments.

One of the primary provisions of the FLSA is its requirement for overtime pay for non-exempt employees. According to the FLSA, non-exempt employees must be paid at least one and one-half times their regular pay rate for each hour worked beyond the standard 40-hour workweek. This requirement is designed to compensate employees fairly for extended work hours and to encourage employers to limit work hours and distribute employment.

It is crucial to distinguish between non-exempt and exempt employees under the FLSA. Non-exempt employees, typically paid on an hourly basis, are covered by the FLSA's overtime rules. In contrast, exempt employees, who usually earn a fixed salary and meet certain criteria related to their job duties and salary level, are not entitled to overtime pay regardless of the hours they work. This distinction ensures that workers compensated by hourly wages are adequately compensated for longer working hours, whereas salaried workers have different compensatory arrangements reflective of their roles and responsibilities.

Contrary to some misconceptions, the FLSA does not require employers to provide paid maternity leave nor does it establish a grievance procedure specifically for non-exempt employees. These areas are covered under different federal laws or are subject to state regulations and company-specific policies. Additionally, the Act does not protect employees against age discrimination; this is the domain of the Age Discrimination in Employment Act (ADEA).

In summary, the Fair Labor Standards Act is foundational in its provision of minimum wage standards and the requirement of overtime pay for non-exempt workers, ensuring that employees receive fair compensation for hours worked beyond the standard workweek. Its impact is significant in promoting the welfare of the workforce and establishing a baseline for employee treatment across various industries.

質問 # 159

_____ is a set of actions taken to address a service failure in a healthcare environment.

- A. Service correction.
- B. Care correction.
- C. Care recovery.
- **D. Service recovery.**

正解: D

解説:

The term "Service recovery" refers to a set of actions taken to address and rectify a service failure within the healthcare environment. This concept is pivotal in managing and mitigating the effects of errors or lapses in patient care. Service failures can range from minor issues, such as delays in service or miscommunication, to more severe problems like incorrect treatment or medication errors.

When a service failure occurs, it is crucial for healthcare providers to act swiftly and efficiently to correct the mistake and prevent further harm to the patient. The process of service recovery involves several key steps. Initially, the issue must be promptly identified and fully understood by the healthcare team. After acknowledging the problem, effective communication with the patient and their family is essential. This includes an apology, a clear explanation of what went wrong, and a discussion of steps being taken to correct the error and prevent future occurrences.

The practical aspect of service recovery may involve medical interventions to address any harm caused, revising treatment plans, and possibly offering compensation or other remedies to the patient and family. The ultimate goal is to restore the patient's health and trust in the healthcare system. This is not only crucial for the patient's well-being but is also important for maintaining the reputation

and standards of the healthcare facility.

Moreover, service recovery is not only about immediate correction but also involves systemic reflection and improvement. Healthcare organizations must learn from each incident by analyzing the root causes of service failures and implementing changes to their practices, policies, and procedures. This systemic approach helps in building a safer and more patient-centered healthcare environment.

In summary, service recovery in healthcare is a critical process aimed at correcting service failures, ensuring patient safety, and enhancing overall care quality. By effectively managing these incidents, healthcare providers can maintain a high standard of care and foster a culture of transparency and continuous improvement.

質問 # 160

Which of the following is the best way to deal with gossip, rumors, and inaccurate information about a proposed change in an organization?

- A. Ignore the gossip, rumors, and inaccurate information
- **B. Hold frequent staff briefings to provide accurate information**
- C. Monitor staff e-mail accounts to check for false information
- D. Identify the individuals responsible and take disciplinary action

正解: B

解説:

When managing organizational change, effective communication is paramount. Within any organization undergoing change, there is potential for the spread of gossip, rumors, and inaccurate information. Such misinformation can undermine the change effort, create resistance among employees, and foster a toxic workplace environment. The best strategy to counteract these issues is to engage in open, transparent, and frequent communication with all staff members.

Holding frequent staff briefings allows management to provide accurate information directly to employees, which helps in clarifying doubts and debunking any falsehoods circulating within the organization. These briefings serve as a platform for employees to ask questions, express concerns, and receive immediate feedback, which can significantly reduce uncertainties and anxieties about the change.

Ignoring gossip and rumors, on the other hand, can be detrimental. When left unaddressed, false information can gain credibility over time, leading employees to make decisions or form attitudes based on inaccuracies. This can hinder the change process and negatively impact employee morale and organizational performance.

Furthermore, while identifying and disciplining the sources of misinformation might seem like a straightforward solution, this approach can often lead to a culture of fear and mistrust. It may discourage open communication, causing employees to hide their concerns or doubts rather than expressing them. This lack of open dialogue can prevent management from gauging the true sentiments of the workforce and addressing any underlying issues effectively.

Monitoring staff communications, such as emails, to check for false information could also infringe on privacy and might breed resentment or a lack of trust towards the management. Such measures can further alienate the staff rather than bringing them into the fold of the change process.

In conclusion, frequent staff briefings are not just about providing information; they are a critical tool for engaging employees, building trust, and fostering a supportive environment conducive to change. By prioritizing clear, consistent, and transparent communication, an organization can ensure that its change initiatives are understood, accepted, and more likely to succeed.

質問 # 161

Which of the following is NOT likely to contribute to conflict in healthcare settings?

- A. Blame placing.
- **B. Common goals.**
- C. Cultural diversity.
- D. Stress associated with caregiving.

正解: B

解説:

In healthcare settings, various factors can contribute to conflicts. Understanding these contributing factors is crucial for managing and preventing disputes effectively. Below, we explore each factor listed in the question and explain why "Common goals" is not likely to contribute to conflict.

****Cultural Diversity:**** Cultural diversity refers to the presence of individuals from various cultural backgrounds within the healthcare setting. This diversity can include differences in languages, beliefs, practices, and values. While cultural diversity can enrich a

workplace by bringing in multiple perspectives and expertise, it can also lead to misunderstandings and conflicts if not managed sensitively. Healthcare professionals might interpret behaviors or communications differently based on their cultural contexts, potentially leading to disagreements or conflicts. Effective communication and cultural competence training are essential to manage this diversity constructively.

****Common Goals:**** Unlike cultural diversity, common goals are not a source of conflict but rather a means to mitigate it. In healthcare, common goals might include improving patient outcomes, enhancing service efficiency, or promoting a safe environment for both staff and patients. When team members focus on shared objectives, it fosters collaboration and minimizes individual or departmental conflicts. Focusing on common goals helps align team members and reduces the emphasis on individual agendas or differences. Therefore, common goals are typically seen as a unifying factor, helping to bridge gaps between diverse team members and preventing conflicts.

****Stress Associated with Caregiving:**** Healthcare professionals often work under intense stress due to high stakes, emotional strain, long hours, and the demanding nature of their jobs. This stress can exacerbate tensions among staff, leading to conflicts. For instance, a nurse working long shifts might become irritable, which could affect interactions with colleagues. Similarly, physicians under pressure to make quick decisions might react negatively to questioning or suggestions from other staff, leading to disputes. Managing this stress is crucial to prevent it from escalating into conflict.

****Blame Placing:**** Blame placing, or the act of attributing faults or mistakes to others, is a direct contributor to conflicts in healthcare settings. It can create an environment of mistrust and defensiveness, where team members are more focused on protecting themselves rather than collaborating towards common goals or patient care. This behavior can lead to breakdowns in team cohesion and communication, significantly affecting the quality of care and the workplace atmosphere. To summarize, while cultural diversity, stress associated with caregiving, and blame placing can all contribute to conflicts in healthcare settings, common goals do the opposite by helping to defuse potential conflicts and refocus the team on shared objectives. By emphasizing common goals, healthcare teams can enhance collaboration and improve outcomes, making "Common Goals" the correct answer to the question of what is NOT likely to contribute to conflict.

質問 # 162

You are part of an interdisciplinary team that is crafting a community health program. You have been asked to present the results of the community needs assessment to a large public meeting. Which of the following is NOT an effective strategy for this presentation?

- A. Avoid jargon and technical language.
- B. Use stories and examples to illustrate your points.
- C. Craft PowerPoint slides that are clear and not text-heavy.
- **D. Present many statistics and tables to back up your statements.**

正解: D

解説:

In crafting an effective presentation for a community health program, especially after conducting a needs assessment, it is crucial to communicate the findings in a manner that is accessible and engaging to a diverse audience. Here's a breakdown of the strategies mentioned and why one of them is not effective:

****Craft PowerPoint slides that are clear and not text-heavy.**** This is an effective strategy because clear and concise slides help in maintaining the audience's attention and interest. Overloading slides with text can lead to disengagement and confusion. Visual aids should complement your spoken words, not overwhelm them. Thus, it's advisable to use bullet points, relevant images, and infographics that encapsulate key information without clutter.

****Present many statistics and tables to back up your statements.**** This is deemed ineffective for a large public meeting primarily because it can overwhelm the audience. While statistics are critical for substantiating claims, too many figures can become tedious and difficult to follow, especially for those not familiar with data interpretation. Moreover, tables and detailed graphics may not be easily visible or interpretable from a distance, which can be the case in large meeting settings. Instead, it's better to highlight a few key statistics and explain their relevance clearly and concisely.

****Use stories and examples to illustrate your points.**** This strategy is highly effective in making your presentation relatable and memorable. Stories and examples connect the abstract data to real-world impacts, making it easier for the audience to understand and empathize with the issues being presented. They can serve as powerful tools to elicit emotional responses and drive home the importance of the health program.

****Avoid jargon and technical language.**** This is also an effective strategy as it ensures that your presentation is accessible to everyone in the audience, regardless of their background in health or statistics. Using simple language and explaining any necessary technical terms in layman's terms helps in engaging a broader audience and facilitating better understanding.

In summary, when presenting the results of a community needs assessment at a public meeting, it's essential to focus on clarity, engagement, and accessibility. Strategies that promote these aspects include using straightforward and visually appealing PowerPoint slides, simplifying complex information, using relatable stories, and avoiding technical jargon. Conversely, relying heavily on dense statistics and detailed tables, although informative, can detract from the effectiveness of the presentation by overwhelming the audience and potentially obscuring the main messages.

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