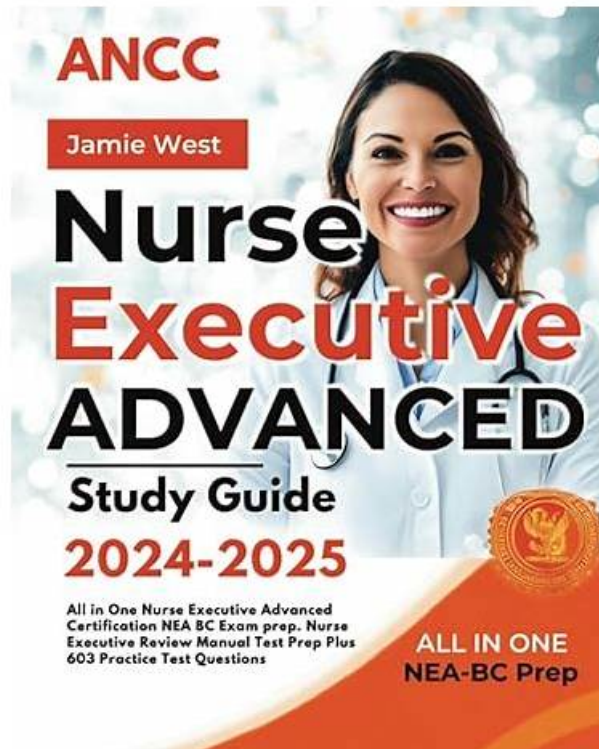


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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q102-Q107):

NEW QUESTION # 102

A political system found in some workplaces where there is general agreement as to the rules of everyday operations is known as what?

- A. Consensus.
- B. Communitarian.
- C. Inclusive.
- D. Rule of law.

Answer: A

Explanation:

The correct answer to the question about a political system found in some workplaces, where there is general agreement on the rules of everyday operations, is "Consensus." This term refers to a situation or condition where all members of a group or organization generally agree on a specific point or policy, especially in a workplace setting.

In a consensus-based environment, decisions are made collectively, ensuring that everyone's opinions and concerns are addressed before reaching a final agreement. This approach contrasts with autocratic or majority-rule systems, where decisions may be dictated by a single leader or by the majority, potentially overlooking the preferences and insights of the minority.

Achieving consensus can be a complex process, as it requires thorough discussions, compromise, and understanding among all members. It involves active listening, negotiation, and often, a willingness to adapt one's position for the greater good of the group. Although this can be time-consuming, the effort to reach consensus can result in more sustainable and supportive decisions that benefit the entire organization.

In practice, consensus is beneficial in creating a harmonious and inclusive workplace culture. It enhances cooperation and reduces conflicts because everyone feels valued and involved in the decision-making process. However, reaching consensus is not always feasible for every decision, especially under time constraints or when dealing with highly contentious issues.

Therefore, while consensus is an ideal goal in many collaborative environments, it requires skillful facilitation, patience, and sometimes, a fallback strategy for instances when a unanimous decision cannot be reached promptly. Despite these challenges, striving for consensus is often worthwhile, as it can lead to more effective and accepted outcomes that reflect the collective wisdom and input of the entire group.

NEW QUESTION # 103

What type of diagnosis is a head injury?

- A. Sentinel.
- B. High-risk.
- C. High-cost.
- D. Catastrophic.

Answer: D

Explanation:

The correct diagnosis for a head injury is "Catastrophic." This classification is important because it indicates that the injury could lead to severe, long-term consequences affecting the patient's quality of life and necessitating extensive medical care and resources. Catastrophic diagnoses, like severe head injuries, are characterized by their potential to cause permanent impairment, prolonged hospitalization, or even death. Medical systems and healthcare providers prioritize these cases for immediate and intensive treatment. They are also flagged in case management systems to ensure that all necessary resources are mobilized efficiently, and the care provided is coordinated effectively among various healthcare professionals.

The categorization of an injury as catastrophic is not merely a medical assessment but also a critical administrative tool used in healthcare management. It triggers specific protocols aimed at providing comprehensive support, including medical, psychological, and logistical assistance to the patient and their family.

Furthermore, the classification of a diagnosis as catastrophic can vary depending on regional healthcare regulations, the specific policies of healthcare institutions, and the judgment of involved medical professionals and case managers. This variability underscores the complexity and the serious nature of managing head injuries.

In summary, a head injury is categorized as a catastrophic diagnosis due to its potential severe impact on an individual's health and well-being. This classification calls for a strategic and robust response from the healthcare system to mitigate the long-term effects

and improve the prognosis for the affected individual.

NEW QUESTION # 104

Which of the following has been identified as essential to informed consent for research subjects?

- A. assurance of anonymity and confidentiality
- **B. all of the above**
- C. description of risks and discomforts
- D. introduction of research activities

Answer: B

Explanation:

Informed consent is a fundamental ethical requirement in research involving human subjects. It ensures that participants are fully aware of the research process and voluntarily agree to participate. The question provided explores the components that are identified as essential to informed consent for research subjects. The correct answer is "all of the above," indicating that each listed item is crucial for informed consent.

The three specific components mentioned in the question are: 1. Introduction of research activities: This involves providing a clear and detailed explanation of what the research entails, including its purpose, procedures, and duration. Explaining the research activities helps participants understand what will be expected of them and the nature of the research in which they are being asked to participate. 2. Description of risks and discomforts: It is imperative to inform participants about potential risks and discomforts associated with the research. This transparency allows individuals to assess whether they are willing and able to accept these risks before agreeing to participate. 3. Assurance of anonymity and confidentiality: Participants need to know that their identities will be protected and that the information collected will be confidential. This assurance helps protect participants' privacy and can influence their decision to participate, particularly in sensitive or potentially stigmatizing research.

The answer "all of the above" encompasses these three components, reinforcing the idea that each is essential for ensuring that consent is truly informed. Moreover, informed consent is not limited to these elements alone. Other essential content typically includes: - Description of benefits: Outlining the potential benefits of the research, either to the participants themselves or to society. - Disclosure of alternatives: Informing participants about other options available to them outside of participating in the research. - Compensation for participation: If applicable, detailing any compensation or incentives that participants will receive. - Offer to answer questions: Providing opportunities for participants to ask questions and receive answers to ensure they fully understand the research. - Noncoercive disclaimer: Making it clear that participation is voluntary and that participants can withdraw at any time without penalty or loss of benefits. - Option to withdraw: Affirming the participant's right to withdraw from the study at any point without any negative consequences. - Consent to incomplete disclosure: In certain cases, if not all details can be fully disclosed initially (common in some types of behavioral research), it must be clearly communicated and consented to.

Understanding and implementing these components of informed consent not only adheres to ethical standards but also fosters trust and respect between researchers and participants. It underlines the commitment to treating participants as autonomous individuals with rights and dignity.

NEW QUESTION # 105

The law requiring all federally funded hospitals to give patients written notice on admission to the health care facility of their decision-making rights and policies regarding advance health care directives in their state and in the institution to which they have been admitted is which of the following?

- A. EMTALA
- **B. Patient Self-Determination Act of 1990**
- C. COBRA
- D. HIPAA

Answer: B

Explanation:

The question pertains to a specific law that mandates federally funded hospitals to provide patients with written notice of their decision-making rights and the policies regarding advance health care directives applicable both in their state and in the institution to which they have been admitted. The correct answer to this question is the *Patient Self-Determination Act of 1990*.

The Patient Self-Determination Act (PSDA) was enacted in 1990 as an amendment to the Medicare and Medicaid programs. This law was designed to ensure that patients are informed of their rights to make decisions concerning their medical care, including the right to accept or refuse medical or surgical treatment and the right to formulate advance directives. Advance directives are legal documents that allow patients to convey their decisions about end-of-life care ahead of time, providing a way for individuals to

communicate their wishes to family, friends, and health care professionals, and to avoid confusion later on should they become unable to do so.

Under the PSDA, upon admission to a hospital, nursing home, or other health care facility that receives funding from Medicare or Medicaid, patients must be given written information about their health care rights and the policies of the facility regarding the implementation of these rights. Facilities are also required to document in the patient's medical record whether or not the patient has an advance directive. Moreover, the PSDA prohibits facilities from discriminating against patients based on whether they have executed an advance directive.

The importance of the PSDA lies in its role in promoting patient autonomy and ensuring that patients are fully informed about their rights to make critical health care decisions. By requiring that patients receive this information at a critical time—when they are entering a health care facility—the Act helps ensure that decisions about health care are guided by the informed and documented wishes of the patients themselves, rather than being left to emergency room doctors or family members under stressful and often chaotic conditions.

It is crucial to distinguish the PSDA from other health-related laws such as the Health Insurance Portability and Accountability Act (HIPAA), which primarily deals with the protection of patient privacy and the security of health information; the Emergency Medical Treatment and Labor Act (EMTALA), which requires hospitals to provide emergency medical treatment to individuals regardless of their insurance status or ability to pay; and the Consolidated Omnibus Budget Reconciliation Act (COBRA), which provides for continued health insurance coverage options for individuals who lose their health benefits. Each of these laws addresses different aspects of health care and patient rights, underscoring the multifaceted nature of health care legislation.

NEW QUESTION # 106

Under FMLA (Family and Medical Leave Act), if an employee requests leave, which of the following statements would be correct?

- A. Upon return, the employee has the right to return to their original position or one that is equivalent, including same pay and same benefits.
- **B. Both A and C**
- C. The employee has up to 12 work weeks of unpaid leave in a 12 month period.
- D. The employee has up to 2 work weeks of unpaid leave in a 12 month period.

Answer: B

Explanation:

Under the FMLA (Family and Medical Leave Act), when an employee requests leave, understanding their rights and entitlements is crucial for both employees and employers. According to FMLA guidelines, eligible employees are entitled to up to 12 workweeks of unpaid leave within a 12-month period for certain family and medical reasons. These reasons may include the birth and care of a newborn child, placement with the employee of a child for adoption or foster care, to care for an immediate family member (spouse, child, or parent) with a serious health condition, or when the employee is unable to work due to their own serious health condition. Furthermore, upon the conclusion of the FMLA leave, the employee has specific job restoration rights. The Act mandates that employees returning from FMLA leave must be restored to their original job or to an "equivalent job". An equivalent job means a job that is virtually identical to the original job in terms of pay, benefits, and other employment terms and conditions (including shift and location). This ensures that the employee does not suffer any adverse employment consequences as a result of taking their lawful leave.

The incorrect statement in the question options suggests that an employee has up to 2 work weeks of unpaid leave, which is not aligned with the provisions of the FMLA. The correct entitlement is up to 12 work weeks. This discrepancy points out the importance of accurate knowledge regarding FMLA rights, as misunderstanding these provisions can lead to potential conflicts or legal issues between the employer and the employee.

It is also important for both parties to understand that while FMLA leave is unpaid, employees may choose or employers may require the use of accrued paid leave, such as vacation or sick leave, for some or all of the FMLA leave period. Furthermore, maintaining health insurance coverage under any group health plan on the same terms as if the employee had continued to work is a critical part of the FMLA's protections, which is designed to reduce the stress and burden on employees during their leave period. In conclusion, the correct statement regarding FMLA leave is that an employee is entitled to up to 12 workweeks of unpaid leave in a 12-month period, with the right to return to the same or an equivalent position, including the same pay and benefits. This understanding is crucial for the proper implementation of FMLA and for ensuring that the rights of employees are protected while also maintaining the integrity and operational needs of the workplace.

NEW QUESTION # 107

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