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>> NEA-BC全真模擬試験 <<

高品質なNEA-BC全真模擬試験試験-試験の準備方法-最高のNEA-BC合格問題

もし弊社のNursingのNEA-BC「ANCC - Nurse Executive Advanced Certification (NEA-BC)」認証試験について問題集に興味があったら、購入するまえにインターネットで弊社が提供した無料な部分問題集をダウンロードして、君の試験に役に立つかどうかのを自分が判断してください。それにGoShikenは一年の無料な更新のサービスを提供いたします。

Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) 認定 NEA-BC 試験問題 (Q228-Q233):

質問 # 228

Which of the following is one of the three common settings for conducting research?

- A. partially controlled
- B. natural
- C. highly controlled
- D. all of the above

正解: D

解説:

The question you've presented asks for identifying a common setting for conducting research. The correct answer is "all of the above," indicating that each of the options listed—natural settings, partially controlled settings, and highly controlled settings—represents a typical environment for research activities. Let's explore each of these settings in more detail:

****Natural Settings****: Research conducted in natural settings occurs in real-world environments without any manipulation or control exerted by the researcher. This setting is crucial for observational or field studies where the goal is to understand behavior or phenomena in their natural state. For example, a biologist observing bird behavior in a forest or a sociologist studying human interactions in a shopping mall would be conducting research in natural settings. The primary advantage of this approach is the high external validity of the findings, as they are reflective of real-world conditions. However, the lack of control can introduce variables that might confound the results.

****Partially Controlled Settings****: This type of setting offers a balance between natural and highly controlled environments. Here, researchers manipulate some variables while allowing others to remain natural. Such settings are common in studies where certain elements need to be standardized to isolate specific variables, but a completely artificial environment is not necessary. For instance, conducting experiments in a classroom where the lighting or seating arrangement is altered can count as a partially controlled setting. This approach helps in managing some confounding variables while still maintaining a degree of ecological validity.

****Highly Controlled Settings****: In highly controlled settings, researchers create an environment specifically designed to control all possible variables except the ones being studied. This setting is typical in laboratory experiments where precise control is required to isolate cause and effect. For example, psychological experiments often use lab settings to ensure that external factors do not influence the behavior being analyzed. The main advantage of this approach is the ability to draw strong causal inferences from the data. However, this might come at the cost of generalizability, as the artificial setting may not accurately reflect real-world scenarios. In conclusion, each of these research settings offers unique advantages and is suitable for different types of research questions and objectives. "All of the above" is indeed the correct answer, as it encompasses the full spectrum of typical environments in which scientific research can be effectively conducted, depending on the specific needs and goals of the study.

質問 # 229

A case manager is looking at the different levels of continuum of care. Continuum of care has how many main levels?

- A. 5.
- B. 8.
- C. 9.
- D. 4.

正解: A

解説:

The concept of the continuum of care refers to a comprehensive system designed to meet the varying needs of patients as they progress through different stages of healthcare and recovery. This model is especially pivotal in areas such as mental health, substance abuse treatment, and chronic disease management. The aim is to provide a seamless transition from one level of care to another to ensure that the patient receives the most appropriate treatment, support, and resources at each stage of their journey. The continuum of care consists of five main levels, each designed to cater to specific needs based on the severity and intensity of the individual's condition. These levels are: 1. ****Prevention and Public Health Services****: This level focuses on disease prevention and health promotion activities. It aims to reduce the risk of health problems through community education, vaccinations, health screenings, and other preventive measures. 2. ****Primary Care****: As the first point of contact, primary care involves basic services provided by general practitioners, pediatricians, nurse practitioners, and other health professionals. This level addresses common health problems and manages chronic diseases through ongoing care and patient education. 3. ****Secondary Care****: This involves specialist care provided typically on referral from primary care professionals. It includes services by specialists in hospitals or outpatient clinics for more complex health issues that cannot be managed at the primary care level. 4. ****Tertiary Care****: Offered in

specialized facilities like regional or national hospitals, tertiary care involves advanced medical investigations and treatments, such as complex surgeries and specialized consultations, for patients who require a higher level of care due to the severity of their condition. 5. **Quaternary Care**: This level, although less common, includes even more complex levels of medical services and procedures. It is typically highly specialized and not widely accessible. Quaternary care might involve experimental medicine and procedures, advanced diagnostics, and treatments for rare or complex conditions.

The effectiveness of the continuum of care relies heavily on the integration and coordination among these levels. Health care professionals and care managers play a crucial role in ensuring that transitions between different levels are smooth and timely, based on the evolving needs of the patient. This integrated approach helps in providing holistic and continuous care, improving health outcomes, and enhancing patient satisfaction.

質問 # 230

All of the following are characteristics of transactional leadership EXCEPT

- A. A system of rewards and punishments
- B. Emphasis on authority
- C. Shared decision-making
- D. External motivation

正解: C

解説:

Transactional leadership, a model often contrasted with transformational leadership, is primarily focused on the operations of management, organization, and group performance. This leadership style is based on a system of clear transactions or exchanges between the leader and the followers. Key characteristics of transactional leadership include a focus on results, efficiency, and routine compliance that are achieved through a systematic and formal approach. Here's a breakdown of the core attributes of transactional leadership, explaining why shared decision-making is not among them:

System of Rewards and Punishments: One of the fundamental aspects of transactional leadership is the use of rewards and punishments to motivate employees. This approach is based on the premise that employees are motivated by reward and deterred by punishment. Leaders set clear criteria for what is expected from their team members, and rewards are given when these criteria are met. Conversely, failure to meet expectations often results in some form of punishment or corrective action. This method emphasizes external motivation, where the focus is on extrinsic rewards such as bonuses, salary increments, and formal recognition.

Emphasis on Authority and Compliance: Transactional leaders maintain a strong focus on maintaining authority and ensuring compliance with established rules and procedures. Decision-making is typically centralized, with leaders making strategic decisions and setting directions without extensive input from subordinates. This leadership style operates under the assumption that organizational success stems from a clear chain of command and adherence to the company's established protocols.

External Motivation: Unlike transformational leaders who inspire followers by aligning team goals with a higher vision or internal motivations, transactional leaders motivate through external means. The primary driving forces are typically benefits and penalties, rather than personal satisfaction or intrinsic rewards. This approach does not generally foster personal fulfillment or emotional connection to work but instead focuses on achieving specific performance targets.

Shared Decision-Making: Not a characteristic of transactional leadership. In contrast to more collaborative or participative leadership styles, transactional leadership does not typically involve shared decision-making. The leader retains most of the decision-making power, often issuing directives that need to be followed rather than debated. This approach can result in faster decision-making processes but may not encourage creativity or input from team members, which are more commonly seen in transformational or democratic leadership styles. In summary, shared decision-making stands out as not characteristic of transactional leadership due to the model's reliance on authority, compliance, and external motivators. Instead, decisions are generally made by the leader and are expected to be executed by the followers, reinforcing a hierarchical structure rather than a participatory or inclusive approach to management.

質問 # 231

When the nurse manager establishes performance or outcome standards and determines action plans to improve performance, he or she is functioning in which of the following management functions?

- A. organizing
- B. controlling
- C. directing
- D. staffing

正解: B

解説:

When the nurse manager establishes performance or outcome standards and determines action plans to improve performance, he or she is primarily engaged in the management function known as "controlling." The controlling function in management involves monitoring the organization's progress toward its goals and making necessary adjustments to ensure that those goals are achieved efficiently and effectively. In the context of nursing management, this function is critical to ensuring that the healthcare facility operates smoothly and that patient care meets the established standards.

Within the controlling function, the nurse manager plays several key roles: 1. **Establishing Performance or Outcome Standards:** This involves setting specific benchmarks or criteria that define the expected level of performance or the desired outcomes. These standards help in measuring the actual performance of nurses and other staff members against what is expected. 2. **Determining Action Plans to Improve Performance:** After setting the performance standards, the nurse manager needs to identify areas where performance may be lacking and develop strategies or action plans aimed at improving these areas. This could involve training programs, revising work processes, or introducing new tools and technologies to aid in patient care. 3. **Evaluating Employee Performance:** An essential part of the controlling function is the continuous assessment of employee performance. This is typically done through performance appraisals and feedback sessions. By evaluating staff performance regularly, the nurse manager can provide constructive feedback, recognize achievements, and address any issues promptly, which further aids in maintaining or enhancing the quality of care provided.

Ultimately, the controlling function is about ensuring that the healthcare facility not only reaches its goals but also maintains a high standard of operation and care. It is a dynamic process that requires constant attention and adaptation by the nurse manager to respond to the ever-changing healthcare environment. This function is integral to the overall effectiveness and efficiency of healthcare services, directly impacting patient outcomes and organizational success.

質問 # 232

Which of the following is a variable cost?

- A. Supplies
- B. Mortgage payments
- C. Utilities
- D. Computer equipment

正解: A

解説:

Variable costs are those costs that fluctuate in direct proportion to changes in the level of activity or volume of output in a business. This means that as the production or service delivery increases, the variable costs will also increase, and vice versa. Examples of variable costs include raw materials, direct labor costs, and other expenses that are directly tied to the production volume. In the context of the options provided - supplies, mortgage payments, computer equipment, and utilities - the most apparent variable cost is supplies. This is because the amount of supplies needed typically increases with the volume of products or services provided. For instance, a manufacturer will require more raw materials as the production of goods increases. Similarly, a hospital will use more medical supplies as the number of patients treated increases.

Mortgage payments, on the other hand, are a fixed cost. They do not change with the level of production or service provision. Whether a company produces a lot or a little, the mortgage payments remain constant each period. Likewise, computer equipment is generally a fixed cost, as the purchase of such equipment does not typically vary with the short-term changes in production volume. Utilities might seem variable, but they often have a fixed base cost with a variable component that depends on usage. However, the variable component of utilities like electricity or water is usually less sensitive to changes in production volume compared to supplies. Therefore, while utilities have a variable aspect, they are not purely variable costs and are less directly tied to production volume compared to supplies.

Thus, among the options given, supplies clearly represent a variable cost, directly varying with the volume of services provided or products manufactured. Understanding this distinction is crucial for effective financial planning and management, helping businesses forecast expenses and allocate resources efficiently based on expected levels of activity.

質問 # 233

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