

Nursing Leadership and Management Exam Part 2

1. Katherine is a young Unit Manager of the Pediatric Ward. Most of her staff nurses are senior to her, very articulate, confident and sometimes aggressive. Katherine feels uncomfortable believing that she is the scapegoat of everything that goes wrong in her department. Which of the following is the best action that she must take?

- A. Identify the source of the conflict and understand the points of friction
- B. Disregard what she feels and continue to work independently
- C. Seek help from the Director of Nursing
- D. Quit her job and look for another employment.

2. As a young manager, she knows that conflict occurs in any organization. Which of the following statements regarding conflict is NOT true?

- A. Can be destructive if the level is too high
- B. Is not beneficial; hence it should be prevented at all times
- C. May result in poor performance
- D. May create leaders

3. Katherine tells one of the staff, "I don't have time to discuss the matter with you now. See me in my office later" when the latter asks if they can talk about an issue. Which of the following conflict resolution strategies did she use?

- A. Smoothing
- B. Compromise
- C. Avoidance
- D. Restriction

4. Kathleen knows that one of her staff is experiencing burnout. Which of the following is the best thing for her to do?

- A. Advise her staff to go on vacation.
- B. Ignore her observations; it will be resolved even without intervention
- C. Remind her to show loyalty to the institution.
- D. Let the staff ventilate her feelings and ask how she can be of help.

5. She knows that performance appraisal consists of all the following activities EXCEPT:

- A. Setting specific standards and activities for individual performance.
- B. Using agency standards as a guide.
- C. Determine areas of strength and weaknesses
- D. Focusing activity on the correction of identified behavior.

6. Which of the following statements is NOT true about performance appraisal?

- A. Informing the staff about the specific impressions of their work help improve their performance.
- B. A verbal appraisal is an acceptable substitute for a written report
- C. Patients are the best source of information regarding personnel appraisal.
- D. The outcome of performance appraisal rests primarily with the staff.

7. There are times when Katherine evaluates her staff as she makes her daily rounds. Which of the following is NOT a benefit of conducting an informal appraisal?

- A. The staff member is observed in natural setting.

B. Incidental confrontation and collaboration is allowed.
C. The evaluation is focused on objective data systematically.

D. The evaluation may provide valid information for compilation of a formal report.

8. She conducts a 6-month performance review session with a staff member. Which of the following actions is appropriate?

- A. She asks another nurse to attest the session as a witness.
- B. She informs the staff that she may ask another nurse to read the appraisal before the session is over.
- C. She tells the staff that the session is manager-centered.
- D. The session is private between the two members.

9. Alexandra is tasked to organize the new wing of the hospital. She was given the authority to do as she deems fit. She is aware that the director of nursing has substantial trust and confidence in her capabilities, communicates through downward and upward channels and usually uses the ideas and opinions of her staff. Which of the following is her style of management? Story continues below

- A. Benevolent-authoritative
- B. Consultative
- C. Exploitive-authoritative
- D. Participative

10. She decides to illustrate the organizational structure. Which of the following elements is NOT included?

- A. Level of authority
- B. Lines of communication
- C. Span of control
- D. Unity of direction

11. She plans of assigning competent people to fill the roles designed in the hierarchy. Which process refers to this?

- A. Staffing
- B. Scheduling
- C. Recruitment
- D. Induction

12. She checks the documentary requirements for the applicants for staff nurse position. Which one is NOT necessary?

- A. Certificate of previous employment
- B. Record of related learning experience (RLE)
- C. Membership to accredited professional organization
- D. Professional identification card

13. Which phase of the employment process includes getting on the payroll and completing documentary requirements?

- A. Orientation
- B. Induction
- C. Selection
- D. Recruitment

14. She tries to design an organizational structure that allows communication to flow in all directions and involve workers in decision making. Which form of organizational structure is this?

- A. Centralized
- B. Decentralized
- C. Matrix
- D. Informal

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