



DEMO VERSION

Nursing

ANCC-NPD-BC Exam

American Nurses Credentialing Center: Nursing Professional Development

Exam Latest Version: 6.1

Question 1. (Single Select)

A nurse leader who adopts an authoritarian leadership style is likely to implement which approach when introducing a new policy in the unit?

A: The nurse leader informs the staff about the new policy, clearly outlines the expectations, and monitors compliance.

B: The nurse leader assigns a committee of staff members to develop the implementation plan for the new policy.

C: The nurse leader explains the rationale behind the new policy and seeks input from the staff on how to best implement it.

D: The nurse leader encourages the staff to independently learn about the new policy and integrate it into their practice.

Correct Answer: A

Explanation:

Authoritarian leadership involves directly informing staff about new policies, setting clear expectations, and closely monitoring compliance.

Authoritarian leaders typically do not seek input or collaborative decision-making but prefer to dictate policies and procedures directly. Authoritarian leaders are less likely to delegate the development of implementation plans to a committee but are more inclined to dictate the approach themselves. They also tend to provide direct instructions and monitor compliance rather than encouraging independent learning and integration.

Question 2. (Single Select)

What role does encryption play in protecting patient health information within a hospital's information system?

A: It allows for easier data sharing between departments.

B: It eliminates the system's vulnerability to malware.

C: It makes data unreadable to users without the encryption key.

D: It replaces the need for physical security measures.

Correct Answer: C

Explanation:

Encryption transforms data into a format that unauthorized users cannot easily interpret without the encryption key, enhancing data security.

While encryption can be part of a strategy to protect against malware, it primarily protects data, not system vulnerabilities. While encryption can secure data sharing, its primary role is not to facilitate sharing but to protect data. Security measures like encryption tend to make accessing the data more difficult, not easier. Encryption complements, but does not replace, physical security measures.

Question 3. (Single Select)

During a severe staffing crisis, the charge nurse of an ICU must decide how to lead the team effectively. According to contingency theory, which factor should the charge nurse prioritize when determining the most appropriate leadership style to adopt?

A: The charge nurse's personal preference and comfort with a particular leadership style.

B: The factors specific to that particular staffing crisis.

C: The hospital's overall policies and administrative guidelines.

D: The level of stress and anxiety among the staff due to the staffing crisis.

Correct Answer: B

Explanation:

According to contingency theory, the leadership style employed should be based on the specific situation. Determining factors specific to that particular staffing crisis is most appropriate to contingency theory.

Contingency theory suggests that the effectiveness of leadership is contingent on the situation

rather than the leader's personal preference or comfort level. While staff emotions are important, contingency theory emphasizes the fit between leadership style, task structure, and the leader's position of power in determining effectiveness. Although hospital policies are important, contingency theory focuses more on the immediate situational factors (like task structure and leader-member relations) when choosing a leadership style.

Question 4. (Single Select)

During a virtual meeting, a nurse educator is presenting a new telehealth protocol to a group of nurses. Which of the following practices is most effective for engaging the audience?

- A: Saving all questions until the end of the presentation.
- B: Speaking in a calm, even voice to maintain professionalism.
- C: Using a variety of multimedia elements throughout the presentation.
- D: Providing a detailed handout at the beginning of the meeting.

Correct Answer: C

Explanation:

Multimedia elements such as videos, animations, and interactive polls can help maintain audience engagement and facilitate understanding.

While handouts are useful, they do not actively engage participants during a presentation and can be a distraction. Allowing questions throughout the presentation can encourage participation and clarify uncertainties in real time. Varying vocal tone and pace can better maintain audience attention and engagement.

Question 5. (Single Select)

For a nursing leader focusing on enhancing Emergency Department (ED) throughput, which

piece of data is most important?

A: The volume of patients seen in the ED.

B: Inventory levels of medical supplies in the ED.

C: The average number of staff present in the ED.

D: Patient length of stay in the E

Correct Answer: D

Explanation:

Patient length of stay in the ED is a direct measure of throughput efficiency, making it the most critical data for identifying bottlenecks and areas of improvement.

Staffing levels may represent an area for potential improvement and will be important to measure. However, the length of the patient's stay in the ED is more likely to inform ED throughput improvements directly. Inventory levels are important for operational readiness but do not directly indicate throughput efficiency. The volume of patients seen in the ED will relate less to ED throughput than patient length of stay in the ED.

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