



DEMO VERSION

Nursing

ANCC-NE-BC Exam

American Nurses Credentialing Center: Nurse Executive

Exam Latest Version: 6.1

Question 1. (Single Select)

A hospital is experiencing a high turnover rate among its nursing staff. As part of efforts to improve retention, the nurse executive should prioritize which of the following?

- A: Increasing the nurse-to-patient ratio significantly.
- B: Enhancing the physical security measures within the hospital.
- C: Implementing a relaxed dress code policy.
- D: Increasing the frequency and depth of exit interviews.

Correct Answer: D

Explanation:

Increasing the frequency and depth of exit interviews allows for more insight into the underlying cause of high turnover, informing future interventions.

Enhancing the physical security measures within the hospital, increasing the nurse-to-patient ratio, and implementing a relaxed dress code policy may all be appropriate interventions depending on the underlying factors for high turnover, however, assessing the underlying cause first is most important.

Question 2. (Single Select)

Which approach to handling a report of a significant medication error is most appropriate?

- A: Discouraging the reporting of specific details to avoid impact on the individual involved.
- B: Evaluating who made the error to reduce further risks from that individual.
- C: Analyzing the error to identify system failures.
- D: Ensuring staff exposure to the error report is minimized to reduce litigation risks.

Correct Answer: C

Explanation:

Analysis of the error to identify system failures fosters a culture of safety by focusing on systemic solutions rather than individual blame.

Focusing on assigning blame to an individual does not contribute to understanding the systemic issues that may have led to the error. Avoiding analysis of the specific factors influencing the development of the error misses a critical opportunity for learning and improvement. Keeping errors secret undermines trust and transparency, which are essential components of a safety culture, and minimizes the potential educational value of the error and the increased safety it provides.

Question 3. (Single Select)

A nurse executive reviews patient satisfaction surveys and identifies a need to improve the hospital's environment to enhance patient experiences. Which initiative would be most effective in creating a healing environment?

- A: Expanding the hospital cafeteria to include more dining options.
- B: Increasing the brightness of lighting in patient rooms.
- C: Providing patients with upgraded television and entertainment systems.
- D: Incorporating nature and art into patient and public areas.

Correct Answer: D**Explanation:**

Evidence suggests that incorporating elements of nature and art into healthcare settings can reduce stress and improve patient outcomes, contributing to a more healing environment.

While lighting is important, simply increasing brightness does not necessarily contribute to a healing environment and can sometimes be counterproductive. While more dining options may improve the hospital stay, it does not directly influence the healing aspects of the patient environment. Entertainment options can improve patient satisfaction but do not contribute as significantly to the healing environment as the presence of nature and art.

Question 4. (Single Select)

A nurse executive is facing a situation where the emergency department is understaffed for the upcoming weekend. What is the best immediate action to ensure adequate staffing?

- A: Float nurses from other departments.
- B: Request volunteers for overtime.
- C: Temporarily close the department.
- D: Assign mandatory overtime for all staff.

Correct Answer: B

Explanation:

Requesting volunteers for overtime allows for immediate staffing needs to be met while respecting staff autonomy and potentially avoiding burnout.

Mandatory overtime can lead to staff dissatisfaction and should be a last resort when no other viable option exists. Closing the department is not feasible for an essential service like the emergency department. Floating nurses from other departments may be a viable option, but does not provide nurses with the same skills that experienced emergency nurses are able to provide, making it a less appealing option than seeking volunteer nurses from the department.

Question 5. (Single Select)

A nurse executive is involved in a case where a patient refuses a life-saving treatment due to personal beliefs. According to the ANA Code of Ethics, the executive's approach should ultimately be to do which of the following?

- A: Persuade the patient to accept treatment by explaining the consequences of refusal.
- B: Override the patient's decision in the interest of saving their life by having the patient declared suicidal if possible.
- C: Respect the patient's decision and ensure their comfort and dignity are maintained.
- D: Consult the hospital's legal team to force treatment.

Correct Answer: C

Explanation:

Respecting the patient's decision and ensuring their comfort and dignity are maintained respects the patient's autonomy and right to make informed decisions about their care. This action is most in line with the ANA Code of Ethics.

While education is important, ultimately respecting the patient's autonomy and decision, even when it conflicts with medical advice, is a fundamental ethical principle. Persuading the patient to accept treatment is a correct initial approach, but cannot be the ultimate decision if the patient continues to refuse. Overriding the patient's decision without their consent is unethical and violates the principles of autonomy and respect outlined in the ANA Code of Ethics. Seeking to force treatment through legal means disregards the patient's autonomy and the ethical principle of respect for persons.

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