

# **Nursing Leadership/Management Final Exam**

## **Study Guide Questions with Verified Answers**

### **2025 Update**

#### **1. Steps in quality control.**

The criterion or standard is pre-determined.

Information is collected to determine whether the standard has been met.

Educational or corrective action is taken if the criterion has not been met.

#### **2. Components of a quality control program to be effective**

A belief in the importance of quality control must be integrated through all levels of the organizational hierarchy.

#### **3. Actions as a manager to stimulate staff nurses' involvement in quality control research on your unit.**

Provide staff with paid release time for research activities.

#### **4. Qualitative measurements of quality control for marketing.**

Patient surveys of general satisfaction

#### **5. Conflict resolution techniques used by nurse leaders. Avoiding, Accommodating, Competing, Compromising**

#### **6. Principles of negotiation.**

Begin with a high but realistic expectation.

#### **7. Be able to apply principles of negotiation to a scenario.**

#### **8. Goals of negotiation.**

That both parties perceive that they have won something they value.

#### **9. Principles used by nurse leaders in completing annual performance appraisal. Base the appraisal on a standard to which all are held accountable.**

#### **10. What will increase positive outcomes in a performance appraisal?**

The employee provides input into developing the performance standards.

#### **11. What does The Joint Commission advocate regarding employee performance appraisals? They be based on employee job description.**

#### **12. Best approach for planning a performance appraisal of an employee with a number of performance deficiencies.**

Recognize the employee's strengths, focus on one or two key deficiencies, and create a long-term coaching plan.

#### **13. Difference between constructive and destructive discipline.**

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**Arthur G. Bedeian, Sally A. Coltrin**

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