

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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