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Practice Questions

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1. A nurse manager at a hospital is planning staff rotations and needs to allocate different types of leave, including personal, sick, and professional development leaves. According to the hospital policy, what is the maximum duration allowed for professional development leave during a 12-month period? Leave Type Max Duration Personal Leave 10 weeks Sick Leave 8 weeks Professional Development Leave 12 weeks

- A. 10 weeks
- B. 8 weeks
- C. Varies based on the department's needs
- D. 12 weeks

2. A nurse executive observes frequent understaffing during peak hours in the emergency department. What is the first step in resolving this issue? Time Period Peak Hours Average Staff During Peak Hours Current Weekdays 3 PM - 8 PM 8 Current Weekends 12 PM - 6 PM 6 Optimal Staffing 3 PM - 8 PM 12; Including support staff

- A. Increasing overtime for the current staff during peak hours.
- B. Hiring additional permanent staff immediately.
- C. Implementing a mandatory staff meeting.
- D. Evaluating and adjusting the current staffing strategy.

3. Which scenario represents a violation of the Americans with Disabilities Act (ADA) regarding the use of assistive devices by healthcare employees?

- A. An outpatient facility allows an occupational therapist with low vision to use a screen reader and magnification software for digital records management.
- B. A hospital denies a nurse with a prosthetic leg access to the employee fitness center, citing concerns about equipment damage and increased liability risk.
- C. A rehabilitation center installs wider doorways to accommodate wheelchairs, ensuring easy accessibility for all employees.
- D. A clinic provides a standing desk for a receptionist with chronic back pain, allowing for a more ergonomic work environment.

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4. A nurse executive is evaluating the effectiveness of different initiatives to improve job satisfaction in the hospital. Based on the data below, which initiative is least likely to enhance job satisfaction?

- A. Introducing flexible work schedules
- B. Introducing feedback mechanisms
- C. Educating staff on the importance of job satisfaction
- D. Implementing stress management workshops

5. A department head is resolving a disagreement between two nurses over the scheduling process for upcoming shifts. One nurse insists on using the traditional method, while the other supports a new data-driven scheduling tool. What strategy should the department head use to facilitate conflict resolution?

- A. Organize a meeting with both nurses to discuss the potential benefits and concerns of each scheduling method, ensuring understanding and collaboration.
- B. Issue a warning to the nurse in favor of the traditional scheduling for resisting change.
- C. Conduct a staff-wide vote to choose the preferred scheduling method.
- D. Allow the nurses to manage the scheduling disagreement independently to encourage autonomous conflict resolution.

6. A nursing unit has submitted the following staff complaints. Based on this information, which of the following is the most appropriate initial managerial action?
Staff Complaints Reason for Concern
Frequent staffing shortages
Increased patient load
Unpredictable schedules
Work-life balance impacted
Inadequate break times
Fatigue and decreased morale

- A. Ignore the complaints and rely on existing staffing patterns until budget next allows for changes.
- B. Propose an increase in patient-to-nurse ratios to accommodate current staffing levels.
- C. Review and adjust staff scheduling to ensure adequate coverage and consistency.
- D. Implement mandatory overtime for all nurses to cover shortages.

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7. A nurse executive is tasked with enhancing collaboration within a diverse nursing team. Which strategy should they implement to achieve this goal?

- A. Establishing cross-cultural workshops focusing on communication and teamwork.
- B. Requiring all team meetings to be conducted only in the dominant language spoken by the majority of staff.
- C. Assigning tasks based solely on cultural matching between staff and patients.
- D. Implementing a policy for staff rotation based strictly on tenure.



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8. An employee at a healthcare facility requests FMLA leave to recover from a recent surgical procedure. What documentation should the nurse manager require to best support the FMLA leave request? Documentation Type Comments Medical certification from a healthcare provider Must detail necessity for leave Note from a family friend Not valid under FMLA General statement of absence Insufficient documentation Workplace accident report Not applicable if surgery unrelated to work

- A. General statement of absence.
- B. Workplace accident report.
- C. Medical certification from a healthcare provider.
- D. Note from a family friend.

9. A healthcare administrator is tasked with designing a staff development program focused on enhancing collaboration and communication skills. Which assessment method is most effective in evaluating the program's success from multiple perspectives?

- A. Analyzing metrics from incident reports related to miscommunication.
- B. Conducting annual surveys of department heads only.
- C. Reviewing performance improvements solely based on recent projects.
- D. Implementing a 360-degree feedback system.

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10. A healthcare organization is planning to implement a new electronic health record (EHR) system. The nurse executive observes increased anxiety and resistance among the nursing staff regarding the system change. What is the most effective initial strategy to help ease the transition?

- A. Monitor individual performance closely to identify nurses who resist the change.
- B. Force immediate compliance with the new system to demonstrate urgency.
- C. Offer additional financial bonuses for fast adoption of the new system.
- D. Conduct training sessions and open forums to discuss concerns and provide hands-on practice with the new system.

11. In implementing a shared governance model within a critical care unit, what is the primary role of a Nurse Executive?

- A. Direct care provider responsible for all critical cases.
- B. Supervisor solely for entry-level critical care nurses.
- C. Facilitator of collaborative decision-making across the nursing team.
- D. Sole decision-maker regarding patient care protocols.



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12. In a nurse leadership development program, which of the following actions would most directly enhance hospital funding through improved patient satisfaction metrics? Metric Average Score (2022) Patient Satisfaction Score 85 Re-admission Rate 12 Average Length of Stay (days) 4.5

- A. Launching a marketing campaign to attract more patients.
- B. Enhancing cafeteria services to improve meal quality for patients.
- C. Implementing comprehensive discharge planning to enhance patient satisfaction.
- D. Increasing the frequency of staff meetings to improve internal communication.

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13. A nurse leader is overseeing the implementation of a new patient safety protocol. While some departments have quickly adjusted, others are struggling with the changes. What is the most appropriate situational leadership action for the nurse leader to take?

- A. Hold a mandatory facility-wide training session on the new protocol for all staff members.
- B. Allow each department to use their own methods to adapt to the protocol, promoting autonomy.
- C. Facilitate team-building events to enhance interdepartmental communication and collaboration.
- D. Offer tailored support and guidance to struggling departments while entrusting adapted departments with more responsibilities.

14. A nurse executive is faced with a disagreement among nursing staff about the implementation process for a new electronic health record (EHR) system. How would an authoritarian-style nurse executive most likely address this disagreement?

- A. The nurse executive holds a meeting to gather feedback from the staff and decides on the most popular implementation method.
- B. The nurse executive forms a committee to discuss and explore various implementation options with staff involvement.
- C. The nurse executive encourages the staff to debate the best approach and come to a consensus on the implementation method.
- D. The nurse executive enforces the EHR implementation plan without input from staff, emphasizing adherence to the decision.



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15. A nurse executive is analyzing the weekly overtime costs of a pediatric ward to improve budget management efficiency. Calculate the percentage of overtime hours for Week 2. Week Budgeted Nursing Hours Actual Nursing Hours (including Overtime) Overtime Hours Week 1 320 350 30 Week 2 320 370 50 Week 3 320 360 40

- A. 12%
- B. 10.5%
- C. 13.51%
- D. 15%

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16. When implementing a new Electronic Health Record (EHR) system in a healthcare organization, what should be the nurse executive's primary focus?

- A. The time required to train staff on the new EHR system.
- B. The impact of the EHR system on enhancing patient safety and quality of care.
- C. Ensuring the EHR system is compatible with existing technological infrastructure.
- D. The cost and budget constraints associated with implementing the EHR system.

17. In assessing the effectiveness of a new protocol aimed at enhancing patient safety during night shifts in a mental health facility, which outcome measure is most indicative of the protocol's success? Outcome Measure Description Reduction in medication errors Fewer instances of errors in medication administration during the night shift Increased safety reporting Higher rate of safety incidents being reported and addressed Shortened response times Quicker response times to patient emergencies Higher staff satisfaction scores Staff reporting improved satisfaction in night shift conditions

- A. Shortened response times
- B. Higher staff satisfaction scores
- C. Reduction in medication errors
- D. Increased safety reporting

18. A nurse executive is developing a policy to enhance interdisciplinary collaboration in patient care. Which element is most essential to include to promote effective teamwork?

- A. Regular interprofessional meetings with structured communication frameworks.
- B. Mandatory attendance at teamwork workshops for all staff.
- C. Providing incentives for individual performance in teamwork assessments.
- D. Optional team-building retreats organized annually.



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19. A nurse executive plans to redesign the hospital cafeteria to improve patient satisfaction. Which modification is most likely to enhance the dining experience for patients?

- A. Adding more vending machines for accessibility to quick snacks.
- B. Incorporating natural light and a variety of comfortable seating options in the cafeteria.
- C. Expanding the cafeteria menu to include more fast-food options.
- D. Increasing the number of cafeteria staff during off-peak hours.

20. A nurse executive is developing a strategy for managing a flu outbreak in the hospital during flu season. Which action should be prioritized to ensure effective patient management and infection control?

- A. Development of post-outbreak recovery plans.
- B. Identification of triage zones for flu patients.
- C. Creation of a public information campaign.
- D. Scheduling vaccination clinics for staff.

21. A nurse executive is tasked with improving infection control protocols within the hospital. Which strategy should be prioritized for effective assimilation of these protocols into the daily duties of nursing staff?

- A. Sending weekly newsletters to staff with updates on infection control practices.
- B. Integrating infection control protocols into job descriptions and performance reviews.
- C. Conducting an annual training day focused on infection control protocols for all nursing staff.
- D. Displaying infection control protocols on notice boards throughout the hospital.

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22. In selecting an electronic health records (EHR) system for a busy urban hospital, what feature is most critical to ensure immediate clinical decision-making and patient care?

- A. Real-time data accessibility by healthcare providers.
- B. Interoperability with other hospital systems.
- C. Intuitive user interface for medical staff.
- D. Comprehensive downtime management protocols.



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23. When assessing the success of a new workflow process aimed at reducing patient discharge times, which metric is most critical? Metric Value Reduction in average discharge time 30% Increase in discharge-related errors 5% Patient satisfaction with discharge process 80% satisfied Cost savings from reduced hospital stay lengths 20% savings

- A. Cost savings from reduced hospital stay lengths.
- B. Reduction in average discharge time.
- C. Increase in discharge-related errors.
- D. Patient satisfaction with discharge process.

24. In a hospital setting, a nurse executive is focused on improving nurse engagement and retention. Which initiative is most likely to be effective in achieving this aim?

- A. Developing a mentorship program for newly hired nurses.
- B. Increasing the number of mandatory training sessions.
- C. Implementing a new uniform color for the nursing staff.
- D. Expanding parking facilities for staff convenience.

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25. While investigating protocols to reduce hospital-acquired infections (HAIs), a nurse executive encounters a meta-analysis of several cohort studies. What is the significance of this finding for evidence-based practice?

- A. It provides moderate evidence that can inform practice improvements.
- B. It guarantees strategies that are easily implemented in diverse healthcare settings.
- C. It confirms the effectiveness of the protocols in all hospital environments.
- D. It indicates a low level of evidence with limited applicability.

26. A nurse executive is evaluating the results from a patient safety audit conducted at their hospital. Which of the following actions best illustrates a commitment to ongoing system improvement rather than attributing blame?

- A. Enhancing monitoring of staff to immediately identify policy violations.
- B. Prioritizing improvement plans based solely on incidents resulting in patient harm.
- C. Establishing a reporting system for near misses that focuses on system-wide issues rather than individual errors.
- D. Mandating retraining sessions exclusively for staff involved in reported incidents.



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27. A nurse executive at a hospital is leading a project to improve the patient safety reporting mechanisms. Which of the following should be the primary focus to ensure a culture of safety? Aspect Current Status Feedback loop to staff Present, but not timely Training on incident reporting Conducted annually Anonymization of reported incidents Partially effective

- A. Conduct quarterly patient satisfaction surveys.
- B. Timely feedback loop to staff for reported incidents.
- C. Increase frequency of training on incident reporting.
- D. Improve the effectiveness of anonymizing reported incidents.

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28. A nursing team is implementing a new infection control protocol to reduce post-operative infections. During the "Do" phase of the PDCA Cycle, what should the team do?

- A. Implement the planned infection control measures on a small scale to test their effectiveness.
- B. Review current infection rates and identify areas needing improvement.
- C. Assess the results of the infection control measures and compare them with expected outcomes.
- D. Modify the infection protocol based on feedback from the testing phase.

29. A nurse executive is assessing the success of a new protocol aimed at reducing medication errors in a hospital. Based on the data below, which indicator most directly measures improvements in medication safety? Metric Initial Value Final Value Medication error rate 50 errors/month 30 errors/month Number of medication error reports 70 reports/month 90 reports/month Training attendance rate 80% 95% Adherence to protocol 60% 85%

- A. 90 reports/month.
- B. 95% training attendance
- C. 85% adherence to protocol
- D. 30 errors/month.

30. Consider a study designed to evaluate the impact of different staffing levels on patient care outcomes in hospitals. Which of the following is the independent variable?

- A. Patient Care Outcomes
- B. Nurse Satisfaction
- C. Hospital Size
- D. Staffing Levels



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Answer Key & Explanations

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1. D — 12 weeks

Answer: 12 weeks Professional Development Leave is capped at 12 weeks as per hospital policy. Personal and Sick Leaves have different limits (10 weeks and 8 weeks respectively), and leave duration does not vary by departmental needs for this purpose.

2. D — Evaluating and adjusting the current staffing strategy.

Answer: Evaluating and adjusting the current staffing strategy. Addressing process inefficiencies in staffing ensures appropriate allocation of resources before taking further steps such as hiring more staff or requiring overtime. A staff meeting is more impactful with a clear understanding of staffing inefficiencies.

3. B — A hospital denies a nurse with a prosthetic leg access to the employee fitness center, citing concerns about equipment damage and increased liability risk.

Answer: A hospital denies a nurse with a prosthetic leg access to the employee fitness center, citing concerns about equipment damage and increased liability risk. This scenario violates the ADA as it represents discrimination based on disability by denying access due to assumptions about the individual's potential use of facilities. The ADA requires reasonable accommodations unless they would cause undue hardship or pose a direct threat that cannot be eliminated by reasonable accommodation. Installing wider doorways, providing a standing desk, and allowing the use of assistive technology are all examples of reasonable accommodations that comply with the ADA.

4. C — Educating staff on the importance of job satisfaction

Answer: Educating staff on the importance of job satisfaction. Educating staff on the importance of job satisfaction is unlikely to improve satisfaction when it does not address the root causes of dissatisfaction. Stress management and flexible schedules can provide direct relief and tangible benefits to staff, while feedback mechanisms allow for actionable changes based on staff input, contributing to improved satisfaction. Implementing stress management workshops and flexible work hours may have a more direct influence by alleviating stress and providing work-life balance, while feedback mechanisms directly address staff concerns by enabling actionable responses.

5. A — Organize a meeting with both nurses to discuss the potential benefits and concerns of each scheduling method, ensuring understanding and collaboration.

Answer: Organize a meeting with both nurses to discuss the potential benefits and concerns of each scheduling method, ensuring understanding and collaboration. Facilitating a meeting helps bridge the communication gap, ensuring each nurse's concerns and insights are considered, which leads to a more informed and joint decision. Issuing a warning can exacerbate conflicts by sidelining valid concerns. A majority vote might not yield the best decision that incorporates all viewpoints. Promoting autonomous resolution without guidance could lead to unresolved tensions.

6. C — Review and adjust staff scheduling to ensure adequate coverage and consistency.

Review and adjust staff scheduling to ensure adequate coverage and consistency. Adjusting staff scheduling can directly address workload balance issues and improve both patient care and work-life balance for staff.



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Implementing mandatory overtime can lead to burnout and dissatisfaction. Ignoring the complaints can exacerbate staff morale issues. Proposing increased patient-to-nurse ratios can compromise patient care quality.

7. A — Establishing cross-cultural workshops focusing on communication and teamwork.

Establishing cross-cultural workshops can enhance understanding, improve communication, and foster teamwork among a diverse group of nurses. Such workshops provide a platform for staff to share ideas respectfully and innovate by embracing various perspectives. Requiring meetings in a single language might exclude non-native speakers, cultural matching overlooks skills and competencies, and strict rotation policies may not leverage the strengths of diverse teams effectively.

8. C — Medical certification from a healthcare provider.

Answer: Medical certification from a healthcare provider. Proper FMLA leave documentation requires medical certification detailing the necessity for leave due to a serious health condition like surgery recovery.

9. D — Implementing a 360-degree feedback system.

Answer: Implementing a 360-degree feedback system. A 360-degree feedback system gathers comprehensive feedback from various stakeholders, providing a multi-faceted view of the program's impact on collaboration and communication skills. Relying solely on metrics from incident reports or feedback from department heads risks missing valuable insights from peers and subordinates. Focusing only on recent projects does not offer a thorough understanding of long-term improvements.

10. D — Conduct training sessions and open forums to discuss concerns and provide hands-on practice with the new system.

Answer: Conduct training sessions and open forums to discuss concerns and provide hands-on practice with the new system. Conducting training sessions and open forums provides staff with the opportunity to understand the new system, ask questions, and express any concerns, which helps in reducing anxiety and resistance. Monitoring individual performance closely may increase stress and doesn't necessarily address the underlying concerns about the new system. Forcing compliance might exacerbate resistance without addressing anxiety. Financial bonuses could lead to superficial adoption without genuine understanding.

11. C — Facilitator of collaborative decision-making across the nursing team.

The correct answer is: Facilitator of collaborative decision-making across the nursing team. In a shared governance model, the Nurse Executive's primary role is to facilitate collaborative decision-making, ensuring that all staff members are involved in deciding patient care protocols and policies. This role enhances flexibility, responsiveness, and nurse satisfaction with decision processes. While it is important for Nurse Executives to provide leadership and supervision, their distinct role in a shared governance model is to enhance collaborative participation rather than making all decisions themselves or focusing only on direct patient care.

12. C — Implementing comprehensive discharge planning to enhance patient satisfaction.

Answer: Implementing comprehensive discharge planning to enhance patient satisfaction. Improving discharge planning directly influences patient satisfaction by ensuring patients feel supported after leaving the hospital. This, in turn, positively affects financial incentives linked to satisfaction metrics. Increasing staff meetings and launching marketing campaigns, while beneficial, do not directly impact patient satisfaction metrics. Enhancing cafeteria services might improve patient experience but does not have a direct financial effect comparable to discharge planning.



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13. D — Offer tailored support and guidance to struggling departments while entrusting adapted departments with more responsibilities.

The correct answer involves applying a situational leadership approach by providing specific support based on each department's readiness level. While holding a training session and facilitating team-building might be beneficial, they do not address the individual learning needs of each department. Allowing departments to independently adjust may not provide the needed support for those struggling.

14. D — The nurse executive enforces the EHR implementation plan without input from staff, emphasizing adherence to the decision.

An authoritarian-style leader makes decisions independently and expects subordinates to follow without seeking input or building consensus. This approach focuses on fast decision-making without engaging in extensive discussions. On the other hand, seeking staff feedback, forming committees, or encouraging debate aligns with more democratic or participative styles of leadership.

15. C — 13.51%

To calculate the percentage of overtime hours, use the formula: $\frac{\text{Overtime hours}}{\text{Total hours worked}} \times 100\%$. Overtime hours for Week 2 = 50. Total hours worked for Week 2 = 370. Percentage of overtime hours = $\frac{50}{370} \times 100\% = 13.51\%$. Thus, the correct answer is 13.51%.

16. B — The impact of the EHR system on enhancing patient safety and quality of care.

Answer: The impact of the EHR system on enhancing patient safety and quality of care. The primary concern should be whether the EHR system improves patient safety and care quality, which directly affects patient outcomes. Compatibility, costs, and training are important but secondary considerations in comparison to the system's impact on patient care.

17. C — Reduction in medication errors

Answer: Reduction in medication errors. A reduction in medication errors directly reflects improvements in patient safety, aligning with the objectives of the new protocol aimed at enhancing safety during night shifts. While increased safety reporting is valuable, it does not directly measure the success of the safety protocol. Shortened response times are also beneficial but may not directly correlate with patient safety regarding medication. Higher staff satisfaction could result from several factors not directly tied to safety improvements.

18. A — Regular interprofessional meetings with structured communication frameworks.

Answer: Regular interprofessional meetings with structured communication frameworks. Regular meetings and structured communication are foundational for effective interdisciplinary collaboration. They ensure continuous dialogue and understanding among different healthcare teams, which is essential for cohesive patient care. While teamwork workshops can improve skills, they are not a substitute for regular interaction and communication frameworks. Individual performance incentives do not directly facilitate teamwork, and optional retreats might not engage all necessary participants.

19. B — Incorporating natural light and a variety of comfortable seating options in the cafeteria.

Incorporating natural light and comfortable seating in the cafeteria can significantly enhance a patient's dining experience by creating a more pleasant and inviting atmosphere. While expanding menu options or adding vending machines might offer more choices, they do not necessarily improve the dining environment itself. Increasing staff may improve service during busy times but isn't directly related to the physical atmosphere that impacts overall experience.



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20. B — Identification of triage zones for flu patients.

Answer: Identification of triage zones for flu patients. Setting up triage zones ensures that flu patients are effectively managed and isolated from other patients, thereby controlling the spread of infection inside the hospital. Although public information and vaccination for staff are important, they are secondary to immediate patient management needs.

21. B — Integrating infection control protocols into job descriptions and performance reviews.

The correct choice is to integrate infection control protocols into job descriptions and performance reviews. This ensures that adherence to these protocols is seen as a fundamental part of staff duties and is assessed regularly. Regular evaluations as part of job expectations promote consistent compliance. Although training sessions and notices can raise awareness, they do not ensure ongoing engagement or integration into daily responsibilities.

22. A — Real-time data accessibility by healthcare providers.

Answer: Real-time data accessibility by healthcare providers. Real-time data accessibility is crucial for immediate clinical decision-making, as it allows healthcare providers to access patient information instantly, facilitating prompt interventions. While interoperability with other systems, an intuitive user interface, and downtime management are important, they do not directly contribute to immediate clinical decision-making as much as real-time data accessibility does.

23. B — Reduction in average discharge time.

Answer: Reduction in average discharge time. The reduction in average discharge time is a direct measure of the workflow process's effectiveness. While patient satisfaction, error increase, and cost savings are relevant, they are secondary to the primary goal of reducing discharge time.

24. A — Developing a mentorship program for newly hired nurses.

Answer: Developing a mentorship program for newly hired nurses. A mentorship program provides guidance and support for new nurses, fostering a sense of community and belonging, which can significantly enhance engagement and reduce turnover rates. While important, increasing training sessions may not directly affect engagement as much as mentorship. Changing uniform colors is unlikely to impact nurse retention. Expanding parking facilities offers convenience but doesn't directly foster engagement or retention.

25. A — It provides moderate evidence that can inform practice improvements.

Answer: It provides moderate evidence that can inform practice improvements. A meta-analysis of cohort studies offers a moderate level of evidence because it aggregates results from multiple observational studies, increasing the reliability of conclusions. While cohort studies are useful for identifying associations, they are typically not as strong as randomized controlled trials in determining causality. Hence, while they can guide practice improvements, they do not guarantee the effectiveness or easy implementation of protocols in all settings. The meta-analysis does not confirm effectiveness or applicability in all hospital environments and is not necessarily indicative of widespread adoption or easy implementation.

26. C — Establishing a reporting system for near misses that focuses on system-wide issues rather than individual errors.

Answer: Establishing a reporting system for near misses that focuses on system-wide issues rather than individual errors. Emphasizing system improvements encourages open communication and reporting, which are critical for identifying underlying issues and enhancing patient safety. Actions that focus too heavily on individual accountability, such as mandatory retraining or enhanced surveillance, may create a culture of fear



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and inhibit reporting.

27. B — Timely feedback loop to staff for reported incidents.

Timely feedback is essential in fostering an environment where staff feel heard and motivated to continue reporting safety issues. It reinforces a proactive stance in addressing issues as they arise. Increasing training frequency, while beneficial, might not directly affect ongoing perceived safety, especially if training is already regular. Anonymizing reports is important for encouraging reporting, but if the follow-up isn't timely, the benefits may be limited. Patient satisfaction surveys provide useful insights but do not directly correlate with the internal perceptions and practices related to safety culture.

28. A — Implement the planned infection control measures on a small scale to test their effectiveness.

Answer: Implement the planned infection control measures on a small scale to test their effectiveness. The "Do" phase of the PDCA Cycle involves implementing planned changes, like infection control protocols, on a small scale to observe their effectiveness. Reviewing infection rates and identifying improvement areas is part of the "Plan" phase. Assessing results against expectations is part of the "Check" phase, and modifying protocols based on feedback is part of the "Act" phase.

29. D — 30 errors/month.

Answer: 30 errors/month. The reduction in medication error rate directly reflects the effectiveness of the new protocol in improving medication safety. While an increase in error reports may show better reporting, this doesn't indicate a reduction in errors, and higher training attendance or adherence rates do not directly reflect decreased error occurrence.

30. D — Staffing Levels

Answer: Staffing Levels In this study, staffing levels are manipulated to assess their effect on patient outcomes, making it the independent variable. Patient Care Outcomes are the dependent variable, as they are observed to change based on different staffing levels. Nurse Satisfaction and Hospital Size are extraneous or unrelated variables in this context.



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