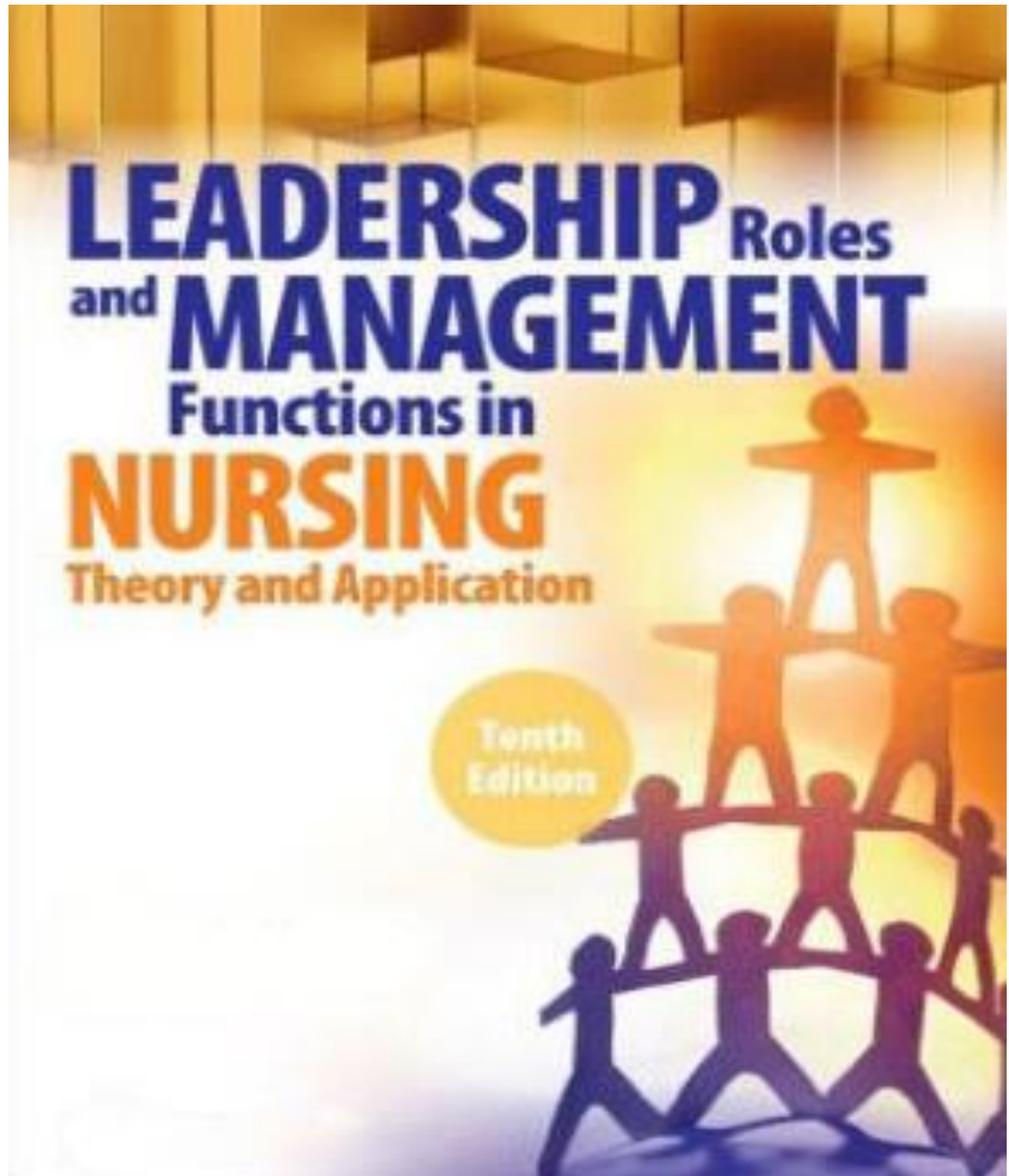


TEST BANK



Leadership Roles and Management Functions in Nursing 10th Edition Marquis Huston Test Bank offers student evidence based content to shape their leadership skills in the professional world and meet the challenges of organizations to goals to reach optimal patients care, staffing, problem solving skills, and a healthy interprofessional team setting. Pass your classes with ease with this great study source!

Product Description

Leadership Roles and Management Functions in Nursing 10th Edition Marquis Huston Test Bank

ISBN-10:1975139216

ISBN-13:9781975139216

Table of Contents

Chapter 1 Decision Making, Problem Solving, Critical Thinking, and Clinical Reasoning: Requisites for successful leadership and management

Chapter 2 Classical Views of Leadership and Management

Chapter 3 Twenty-First-Century Thinking About Leadership and Management

Chapter 4 Ethical Issues

Chapter 5 Legal and Legislative Issues

Chapter 6 Patient, Subordinate, Workplace, and Professional Advocacy

Chapter 7 Organizational Planning

Chapter 8 Planned Change

Chapter 9 Time Management

Chapter 10 Fiscal Planning and Health-Care Reimbursement

Chapter 11 Career Planning and Development in Nursing

Chapter 12 Organizational Structure

Chapter 13 Organizational, Political, and Personal Power

Chapter 14 Organizing Patient Care

Chapter 15 Employee Recruitment, Selection, Placement, and Indoctrination

Chapter 16 Educating and Socializing Staff in a Learning Organization

Chapter 17 Staffing Needs and Scheduling Policies

Chapter 18 Creating a Motivating Climate

Chapter 19 Organizational, Interpersonal, and Group Communication in Team Building

Chapter 20 Delegation

Chapter 21 Conflict, Workplace Violence, and Negotiation

Chapter 22 Collective Bargaining, Unionization, and Employment Laws

Chapter 23 Quality Control in Creating a Culture of Patient Safety

Chapter 24 Performance Appraisal

Chapter 25 Problem Employees: Rule Breakers, Marginal Employees, and the Chemically or Psychologically Impaired

Leadership Roles and Management Functions in Nursing 10th Edition Marquis Huston Test Bank

Chapter 1 Decision Making, Problem Solving, Critical Thinking, and Clinical Reasoning:
Requisites for successful leadership and management

1. What statement is true regarding decision making?

- A) It is an analysis of a situation
 - B) It is closely related to evaluation
 - C) It involves choosing between courses of action
 - D) It is dependent upon finding the cause of a problem
- Ans: C

Feedback:

Decision making is a complex cognitive process often defined as choosing a particular course of action. Problem solving is part of decision making and is a systematic process that focuses on analyzing a difficult situation. Critical thinking, sometimes referred to as reflective thinking, is related to evaluation and has a broader scope than decision making and problem solving.

2. What

- 1. A) Its need for implementation time
- 2. B) Its lack of a step requiring evaluation of results
- 3. C) Its failure to gather sufficient data
- 4. D) Its failure to evaluate alternatives

Ans: A

Feedback:

The traditional problem-solving model is less effective when time constraints are a consideration. Decision making can occur without the full analysis required in problem solving. Because problem solving attempts to identify the root problem in situations, much time and energy are spent on identifying the real problem.

3. Which of the following statements is true regarding decision making?

- 1. A) Scientific methods provide identical decisions by different individuals for the same problems

2. B) Decisions are greatly influenced by each persons value system
3. C) Personal beliefs can be adjusted for when the scientific approach to problem solving is used
4. D) Past experience has little to do with the quality of the decision

Ans: B

Feedback:

Values, life experience, individual preference, and individual ways of thinking will influence a persons decision making. No matter how objective the criteria will be, value judgments will always play a part in a persons decision making, either consciously or subconsciously.

is a weakness of the traditional problem-solving model?

Page 1

4. What influences the quality of a decision most often? A) The decision makers immediate superior
- B) The type of decision that needs to be made
- C) Questions asked and alternatives generated
- D) The time of day the decision is made

Ans: C

Feedback:

The greater the number of alternatives that can be generated by the decision maker, the better the final decision will be. The alternatives generated and the final choices are limited by each persons value system.

5. What

1. A) Good decision makers are usually right-brain, intuitive thinkers
2. B) Effective decision makers are sensitive to the situation and to others
3. C) Good decisions are usually made by left-brain, logical thinkers
4. D) Good decision making requires analytical rather than creative processes

Ans: B

Feedback:

Good decision makers seem to have antennae that make them particularly sensitive to other

people and situations. Left-brain thinkers are typically better at processing language, logic, numbers, and sequential ordering, whereas right-brain thinkers excel at nonverbal ideation and holistic synthesizing.

does knowledge about good decision making lead one to believe?

6. What

1. A) The planning process of management
2. B) The evaluation phase of the executive role
3. C) One step in the problem-solving process
4. D) Required to justify the need for scarce items

Ans: C

Feedback:

Decision making is a complex, cognitive process often defined as choosing a particular course of action. Decision making, one step in the problem-solving process, is an important task that relies heavily on critical thinking and clinical reasoning skills.

is the best definition of decision making?

Page 2

7. If decision making is triggered by a problem with what does it end?

1. A) An alternative problem
2. B) A chosen course of action
3. C) An action that guarantees success
4. D) A restatement of the solution

Ans: B

Feedback:

A decision is made when a course of action has been chosen. Problem solving is part of decision making and is a systematic process that focuses on analyzing a difficult situation. Problem solving always includes a decision-making step.

8. Why do our values often cause personal conflict in decision making?

1. A) Some values are not realistic or healthy

2. B) Not all values are of equal worth
3. C) Our values remain unchanged over time
4. D) Our values often collide with one another

Ans: D

Feedback:

Values, life experience, individual preference, and individual ways of thinking will influence a person's decision making. No matter how objective the criteria will be, value judgments will always play a part in a person's decision making, either consciously or subconsciously.

9. Which statement is true concerning critical thinking?

1. A) It is a simple approach to decision making
2. B) It is narrower in scope than decision making
3. C) It requires reasoning and creative analysis
4. D) It is a synonym for the problem-solving process

Ans: C

Feedback:

Critical thinking has a broader scope than decision making and problem solving. It is sometimes referred to as reflective thinking. Critical thinking also involves reflecting upon the meaning of statements, examining the offered evidence and reasoning, and forming judgments about facts.

Page 3

10. How do administrative managers make the majority of their decisions?

1. A) After gathering all the facts
2. B) In a manner good enough to solve the problem
3. C) In a rational, logical manner
4. D) After generating all the alternatives possible

Ans: B

Feedback:

Many managers make decisions that are just good enough because of lack of time, energy, or creativity to generate a number of alternatives. This is also called satisficing. Most