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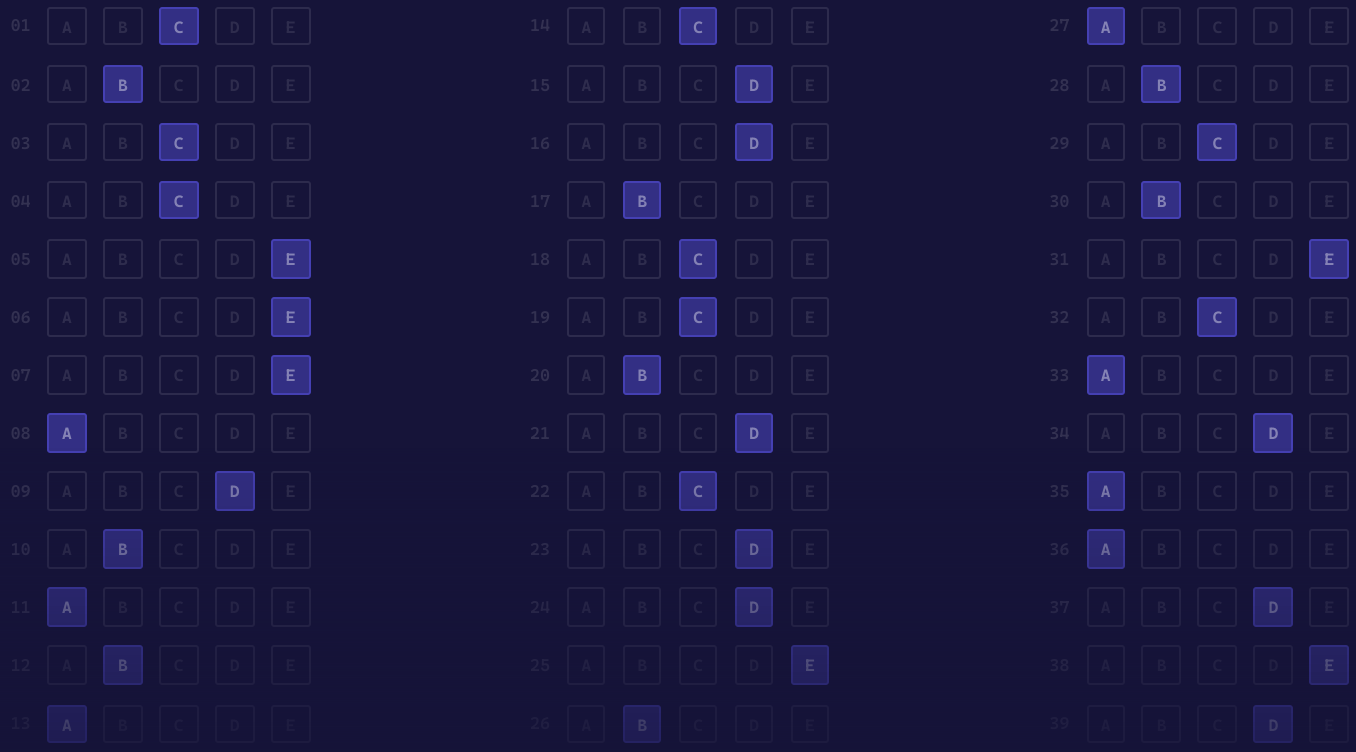

PRACTICE QUESTIONS

Elsevier Remotely Proctored Exams

RNMAN

Registered Nursing Management

EDITION	QUESTIONS	FORMAT
Demo	9	Limited Edition PDF

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Before you begin

What this is

9 practice questions for Elsevier Remotely Proctored Exams `RNMAN`, each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, `RNMAN`
- the question number
- the email address on your order

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QUESTION 1 SINGLE CHOICE

A nurse manager is applying the principles of transformational leadership on a medical-surgical unit. Which behavior best demonstrates this leadership style?

A Closely monitoring staff compliance with unit policies and issuing written warnings for deviations.

B **Inspiring the team to achieve a shared vision of improved patient outcomes and supporting their professional growth.**

C Assigning tasks based on a rigid hierarchy and directing all unit decisions from the manager's office.

D Avoiding interaction with staff and allowing the charge nurse to make all clinical decisions independently.

ANSWER B

WHY Transformational leadership focuses on inspiring and motivating followers to exceed expectations, fostering a shared vision, and supporting individual development. Option B reflects these behaviors. Option A describes transactional/transitional leadership, option C reflects autocratic leadership, and option D reflects laissez-faire leadership.

QUESTION 2 SINGLE CHOICE

A nurse manager is preparing the annual operating budget for the unit. Which budgeting approach begins each new fiscal year with a zero baseline, requiring every expense to be justified from scratch?

A Incremental budgeting

B **Zero-based budgeting**

C Capital budgeting

D Flexible budgeting

ANSWER B

WHY Zero-based budgeting requires all expenses to be justified for each new period, starting from a zero base rather than adjusting the previous year's budget. Incremental budgeting adjusts the prior period's budget by a percentage. Capital budgeting addresses long-term asset investments, and flexible budgeting adjusts to changes in volume or activity.

QUESTION 3 SINGLE CHOICE

A nurse manager is calculating full-time equivalents (FTEs) for the next scheduling cycle. Which formula correctly represents the number of FTEs required to cover one position?

A Hours worked per day divided by 8

B Total productive hours worked per year divided by 2,080 (one full-time employee-year)

C Number of employees multiplied by 12

D Total patient days divided by average length of stay

ANSWER B

WHY One full-time equivalent (FTE) equals 2,080 hours per year (40 hours per week × 52 weeks). The number of FTEs required is calculated by dividing the total productive (worked) hours needed by 2,080. The other options are not recognized FTE formulas.

QUESTION 4 SINGLE CHOICE

A unit-based quality improvement team is reviewing the Plan-Do-Study-Act (PDSA) cycle. In which step of the cycle is data collected and analyzed to determine whether the change produced the predicted improvement?

A Plan

B Do

C Study

D Act

ANSWER C

WHY In the PDSA cycle, the Study step involves analyzing the data collected during the Do step and comparing the results against the predictions made in the Plan step. Plan identifies the goal and predicted outcomes; Do implements the test of change; Study analyzes the results; Act adopts, adjusts, or abandons the change.

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QUESTION 5 SINGLE CHOICE

Two experienced staff nurses on a unit have an ongoing personality conflict that is affecting teamwork and patient care. The nurse manager wants to address the issue directly. Which conflict resolution strategy is most appropriate for a long-standing interpersonal dispute between peers?

A Avoiding the conflict by reassigning one nurse to another unit immediately.

B Accommodating the preferences of the more senior nurse to resolve the issue quickly.

C Collaborating with both nurses to identify mutual interests and develop a mutually acceptable solution.

D Competing with the nurses by imposing the manager's preferred resolution.

ANSWER C

WHY Collaboration is generally considered the most effective conflict resolution strategy for interpersonal disputes, as it seeks a win-win outcome by addressing the concerns of all parties. Avoidance, accommodation, and competition are less effective long-term strategies and may leave underlying issues unresolved.

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QUESTION 6 SINGLE CHOICE

A nurse manager is reviewing the legal scope of practice for the registered nursing team. Which task is generally within the scope of practice for a registered nurse (RN) and would not require delegation to unlicensed assistive personnel?

A **Performing a sterile dressing change on an infected surgical wound and documenting the wound assessment.**

B Administering oral medications according to a prescribed schedule.

C Bathing a stable postoperative patient.

D Measuring and recording vital signs on a stable patient.

ANSWER **A**

WHY Performing a sterile dressing change involves assessment, clinical judgment, sterile technique, and evaluation—all within the RN's scope of practice. Administering oral medications (B) may be appropriate for delegation in some settings but is often retained by the RN, while bathing (C) and measuring vital signs (D) on stable patients are tasks commonly delegated to nursing assistants.

QUESTION 7 SINGLE CHOICE

A nurse manager is preparing for an annual performance appraisal of a staff nurse. Which component is most essential to include to make the appraisal a constructive developmental tool?

A A ranking of the employee against all other staff members from least to most productive.

B **Specific examples of behaviors and outcomes observed, with goals for the next review period.**

C A general summary statement of overall performance without supporting details.

D The manager's personal opinion of the employee's attitude and personality.

ANSWER **B**

WHY Effective performance appraisals use objective, behavior-based observations and specific outcomes, and they include mutually agreed-upon goals for the next period. Ranking employees (A) is not always constructive, vague summaries (C) are not useful, and subjective personality judgments (D) are inappropriate as the central focus.

QUESTION 8 SINGLE CHOICE

A nurse manager works in a hospital organized under a matrix structure. Which characteristic is most associated with a matrix organizational design?

A Staff report to a single manager who controls all aspects of their work.

B Authority is centralized with decisions made exclusively by top executives.

C Staff report both to a functional manager and to a project or product manager.

D The organization operates without any formal chain of command.

ANSWER C

WHY A matrix structure uses dual reporting relationships—employees report to both a functional manager and a project (or product/service) manager. Single reporting lines describe a traditional functional structure (A), centralized authority (B) describes a hierarchical structure, and the absence of any chain of command (D) describes a flat or chaotic structure.

QUESTION 9 MULTIPLE CHOICE

A nurse manager is teaching new charge nurses about democratic (participative) leadership. Which characteristics are consistent with this leadership style? (Choose two.)

A The leader actively solicits input from team members before making decisions.

B The leader retains all decision-making authority and rarely consults the group.

C The leader encourages open discussion and group problem solving.

D The leader provides no guidance and lets the group make all decisions without input.

ANSWER A · C

WHY Democratic (participative) leadership is characterized by shared decision-making, active solicitation of staff input, and group problem solving (options A and C). Option B describes autocratic leadership, and option D describes laissez-faire leadership.

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