



**AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF MEDICAL SCIENCES
DEPARTMENT OF NURSING & MIDWIFERY SCIENCES
BACHELOR OF SCIENCE IN NURSING
END OF SEMESTER DECEMBER 2022 EXAMINATIONS**

COURSE: BSN 414: LEADERSHIP MANAGEMENT AND GOVERNANCE IN NURSING PRACTICE

DATE: 7TH DECEMBER, 2022

Duration: 2 HOURS

Start: 2:00PM

Finish: 4:00 PM

INSTRUCTIONS

1. This exam is out of 70 Marks
2. This Examination comprises THREE Sections. Section I: Multiple Choice Questions Section II: Short Answer Questions and Section III: Long Answer Questions
3. Answer ALL Questions.

SECTION ONE: MULTIPLE CHOICE QUESTIONS (20 MARKS)

1. The three essential managerial skills include;
 - A. Technical, human and empirical
 - B. Human, empirical and conceptual
 - C. Technical, interpersonal and controlling
 - D. Technical, human and conceptual

2. A formal team composed of manager and his or her subordinates in the organization's chain of command is referred to as;
 - A. Committee team
 - B. Horizontal team
 - C. Vertical team
 - D. Virtual team

3. Planning for health outcomes is also known as;
 - A. Health services planning
 - B. Health goal planning
 - C. Population health planning
 - D. Health systems planning

4. Achievement, recognition, growth, and task interest are the intrinsic enthusiasms according to;
 - A. Frederick Herzberg Hygiene Factors Theory
 - B. Frederick Herzberg Motivation Theory
 - C. Douglas McGregor Theory XY
 - D. Henri Fayol Theory

5. Revenue collection as a function of health care financing includes;
 - A. Mobilization, accumulation, and allocation of resources
 - B. Taxation, subsidies, and out-of-pocket payments
 - C. Allocation of resources, purchasing, and payment of services
 - D. Global, per-diem, and line-item budgeting

6. The three main components of a financial balance sheet are;
 - A. Revenue, expenses, and loss
 - B. An entity, transactions, and cost valuations
 - C. Assets, liabilities, and equity
 - D. Revenues, expenses, and profit

7. Failure of an MRI machine attributed to lack of a scheduled inspection is known as;
- A. Human causes
 - B. Physical causes
 - C. Organizational causes
 - D. Process causes
8. Getting things done through people is referred to as;
- A. Leadership
 - B. Communication
 - C. Motivation
 - D. Management
9. The type of leadership conferred to an individual out of respect to that person is referred to as;
- A. Informal leadership
 - B. Formal leadership
 - C. Effective leadership
 - D. Ineffective leadership
10. Influencing people to achieve mutual goals is known as;
- A. Effective management
 - B. Effective leadership
 - C. Organizational development
 - D. Organizational behavior
11. The statement on the purpose of an organization refers to;
- A. Mission
 - B. Vision
 - C. Plan
 - D. Policy
12. The six tiers of health care systems are also referred to as;
- A. Curative health services
 - B. Promotive health services
 - C. Preventive health services
 - D. Levels of health services

13. In the decision-making process, setting the criteria involves;
- A. Asking yourself why a decision is necessary, what needs to be determined
 - B. Listing possible causes of action and identifying an alternative that is more significant than the other
 - C. Ask yourself what needs to be achieved, preserved and avoided by the decision made
 - D. Ranking alternatives on a scale of 1 to 10
14. The ideal leadership style for a motivated group of employees is;
- A. Democratic
 - B. Laissez -faire
 - C. Contingency
 - D. Autocratic
15. The function of management involved in structuring activities into operational groups is;
- A. Job designing
 - B. Staffing
 - C. Budgeting
 - D. Organizing
16. Unity of direction as a principle of management involve;
- A. Subordinates receiving orders and being accountable to one manager
 - B. Employees understanding and pursuing the same objective
 - C. Putting aside personal considerations and putting company objectives first
 - D. An organisation having a clear line of authority from top to bottom
17. A new employee is familiarized to the organizations policies during;
- A. Specific induction
 - B. General induction
 - C. Follow up induction
 - D. Managerial induction
18. The most unpleasant form of separation with an employee is;
- A. Termination
 - B. Mandatory retirement
 - C. Voluntary retirement
 - D. Resigning

19. In the Norming stage of teamwork development;
- A. There is ambiguity and confusion
 - B. Team members are not clear about the task
 - C. There is open communication between team members
 - D. The team focuses on achieving desired goals
20. In closed tenders;
- A. Bidding is limited to suppliers who meet certain conditions
 - B. Bidding is limited to suppliers who supply specific goods
 - C. There are limited number of applications required from a country's citizens only
 - D. The specifications for items being supplied is only known to certain clients

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SECTION TWO: SHORT ANSWER QUESTIONS (30 MARKS)

1. State six (6) principles of administrative management (6 marks)
2. Outline six (6) functions of management (6 marks)
3. State six (6) advocacy approaches a manager can use to bring change (6 marks)
4. Outline six (6) qualities of effective leadership (6 marks)
5. State six (6) building blocks of health systems (6 marks)

SECTION THREE: LONG ANSWER QUESTIONS (20 MARKS)

You have been appointed as the new Chief Executive Officer of Yalle Hospital and tasked by the Executive Board of Directors of the hospital to plan and generate an operating budget to enable the allocation of financial resources: -

- a. Define health planning (1 mark)
- b. Define budget (1 mark)
- c. Define procurement (1 mark)
- d. Define supply chain (1 mark)
- e. Describe the steps you would use to plan for the operations of Yalle Hospital (6 marks)
- f. Describe the steps you would use to generate an operating budget for Yalle Hospital (6 marks)
- g. State four (4) importance of budgeting for Yalle Hospital (4 marks)