



AMREF INTERNATIONAL UNIVERSITY
SCHOOL OF MEDICAL SCIENCES
DEPARTMENT OF NURSING AND MIDWIFERY SCIENCES
KENYA REGISTERED COMMUNITY HEALTH NURSING
End Semester April 2025 Examinations

COURSE CODE AND TITLE: DNS 313 -Nursing Leadership and Management

DATE:8-4-2025

TIME: 2 HOURS

Start: 11:15AM

Finish: 1:15PM

INSTRUCTIONS

1. This exam will be marked out of 70 Marks
2. ALL Questions are compulsory.
3. The Examination has Three Sections: Section I- Multiple Choice Questions, Section II: Short Answer Questions, Section III: Long Essay Questions
4. Answer all Questions in the ANSWER BOOKLET provided
5. Do not write anything on the question paper
6. Use the back of your booklet for rough work if need be.

SECTION 1: MULTIPLE CHOICE QUESTION. [20 MARKS]

1. In effective leadership, a leader should employ the following strategies to enhance team building
 - A. Strive for unified commitment
 - B. Provide a collaborative climate
 - C. Establish clear and inspiring team goals
 - D. All the above
2. The TWO resources of management that are crucial for a effective management are:-
 - A. Time and human resources
 - B. Material and finances
 - C. Finances and time
 - D. All the above
3. The initial project components includes.
 - A. Inputs, activities and rewards
 - B. Inputs, activities and outputs
 - C. Outputs, activities and outputs
 - D. Inputs, outcomes and inputs
4. For best store management practices the following is key in the management of the commodities
 - A. First in first out
 - B. First in last out
 - C. First expiry first out
 - D. Last in First out
5. What is the role of effective communication in an organization?
 - A. Promoting team work
 - B. Increasing the change resistance
 - C. Promoting conflicting among workers
 - D. Enhancing personal gains compared to organizational ones.
6. What is organizational vision?
 - A. It is the core of why organization do the work they do
 - B. It involves the organizational clear understanding of what will be its preferred future
 - C. It is the believes shared among stakeholders of the organization and principle commitment.
 - D. None of the above.
7. In health services organization the following are functions of the National level
 - A. Strategic planning and enforcement of standards
 - B. Capacity strengthening and policy making
 - C. Commodity security and performance monitoring
 - D. All the above

8. According to the Kurt Lewis change model, change is described under the following three stage process
- A. Refreezing, change and unfreezing
 - B. Unfreezing/refreezing and change
 - C. Unfreezing, change and refreezing
 - D. Change refreezing and unfreezing
9. For effective listening the following disciplines are applied
- A. Focus, empathy and silence
 - B. Empathy, silence and love
 - C. Silence, sympathy and focus
 - D. Love, sympathy and focus
10. The following is a document used by a controlling officer to authorize expenditure
- A. Cash book
 - B. Cheques
 - C. Authority to incur expenditure
 - D. Vouchers
11. In staff training and development the following is done;-
- A. Orientation and basic training
 - B. Basic training and career planning
 - C. Orientation and induction
 - D. Career counselling and promotion
12. In staff performance appraisal the following is evaluated
- A. Technical competencies
 - B. Efficiency of accomplishing work tasks
 - C. Organizational values
 - D. All the above
13. The following is one of the functions of inspection and acceptance committee.
- A. Inspect and test goods received
 - B. Use the delivered goods
 - C. Supply the received goods
 - D. Resale the received goods
14. The correct definition of management is:-
- A. Working through and with people to accomplish organizational goals
 - B. Work with people in order to accomplish organizational goals
 - C. Working though people in order to accomplish organizational goals
 - D. Working with others in order to accomplish organizational goals
15. Which of the following is the significance of planning:-
- A. Increases costs in an organization
 - B. Contributes to purposeful organization
 - C. Haphazard approaches can be increased
 - D. Consistence is not observed

16. Which one is not an importance of service charter in an organization?
- A. It shows the services offered by the organization
 - B. It spells out the waiting time for every service needed
 - C. Used to advertise jobs
 - D. It reflects the mission and vision of the organization
17. The first step in planning process is;-
- A. Identifying the problems
 - B. Identification of opportunities
 - C. Establishing objectives
 - D. Determining alternative sources
18. Organizational vision: -
- A. States the reason for organization existence
 - B. Gives the organization direction and current functions
 - C. Is an outcome plan
 - D. Is statement of intent and purpose
19. Which one of the following patients would be most selected for a case assignment modality?
- A. An adolescent with a gunshot wound who is in Emergency Room
 - B. A young adult with a fractured pelvis
 - C. An elderly patient awaiting a hip replacement
 - D. A 41-year old client admitted for outpatient tonsillectomy
20. Which of the following is an important principle in delegation?
- A. When delegating, you must transfer the authority
 - B. Responsibility is not transferred with delegation
 - C. No transfer of authority exist when delegating
 - D. Delegating is same as work allocation

SECTION II: SHORT ANSWER QUESTIONS (SAQS) 30 MARKS.

- 1) State Four (4) Functions of management as per Henry Fayol. (4 Marks)
- 2) State Four (4) qualities of a leader. (4 Marks)
- 3) State Three (3) types of change (6 Marks)
- 4) Financing is key in the health sector. Explain Three (3) sources of health care financing in Kenya. (6 Marks)
- 5) State the three (3) components of Risk management process. (6 Marks)
- 6) Describe protocols of conducting a staff meeting (4 Marks)

SECTION III: LONG ANSWER QUESTIONS (LAQS) 20 MARKS.

1. Organizational environments are constantly changing in varying degrees. Change is therefore inevitable in any organization that seeks to maintain its relevance.
 - A. Define change (2 Marks)
 - B. Describe Two (2) types of change (4 Marks)
 - C. Explain the importance of Change management (8 Marks)
 - D. State Three (3) reasons why people resist change (6 Marks)