



N-240 Nursing Administration I
1st Semester AY 2023-2024

Midterm Examination

Instructions: This is an essay examination. Please read the instructions carefully and answer the questions concisely using your own words. Your answers should reflect the application of the concepts, principles, and theories on leadership and management that were covered in the class discussion. Cite the source/references of your answers using the APA format. Please limit your answers to not more than 5 pages using Times New Roman font 12.

SCENARIO 1. You have been employed for 7 years in a 250-bed secondary, government hospital located in an urban community, and just graduated from the Master's degree in nursing. You received a promotion notice as level 1 nurse manager (head nurse) in your area of specialty (Maternal Health Nursing, Adult Health Nursing, Child Health Nursing, Mental Health and Psychiatric Nursing). Your unit has an average daily census ranging from 45-50 and manned by 12 RNs and 10 NAs including you.

- a. Discuss your flagship program to demonstrate your role and functions as a nurse manager and a leader. (10 points)
- b. In reference to the classical theories of management, cite situations/scenarios in your unit that clearly apply and distinguishes the theory of Frederick Taylor, Henri Fayol, and Max Weber. (15 points)
- c. You have noticed that among your staff, there are nurses that belong to your contemporaries. In order to maintain high productivity and job satisfaction in your unit, you think of applying your knowledge on the Theory of Human Relations Management. Cite a scenario or situation explicating the theory. (10 points)
- d. Since you are dealing with a diverse group of staff in terms of their ethnic affiliation and culture, you strongly believe that you need to apply all the leadership styles that you know: autocratic, democratic and laissez-faire. Give a situation/example wherein you can apply each leadership style based on your observations. (12 points)

SCENARIO 2. In reference to Scenario 1, discuss how you can exercise both your transactional and transformational leadership. (8 points)

SCENARIO 3. You are a Public Health Nurse of a municipality with five (5) barangays with an average number of 100 families per barangay. This municipality is manned by five registered midwives and 10 barangay health workers (BHWs) including you. You are working under a Regional Health Officer who is in-charge of two municipalities (M-I and M-II), a concurrent position due to lack of doctor in the region. M-II has its own



local government unit and you are working with has only three (3) health centers and one primary level hospital where you do your referral. The two barangays that do not have a health center utilizes a makeshift clinic in an open barangay hall. Each barangay is managed daily by one (1) RM and 2 BHWs.

- a. Cite situations wherein you exercise your leadership and management skills in your area of assignment. (10 points)
- b. You have seen many opportunities for improvement in the management of your area of responsibility. Utilizing the Systems Theory by Ludwig von Bertalanffy you wanted to propose improvements. Discuss your application of the theory citing specific examples. (10 points)
- c) In the situation/s you described in "a.", integrate how the principles of emotional intelligence can be utilized and what are the possible expected benefits/outcomes. (5 points)

SCENARIO 4. Given a situation that you are a nurse manager in your current area of assignment:

- a. Discuss Full-Range Leadership theory and its application integrating both your leadership and management skills. (10 points)
- b. How will you demonstrate your competencies as a nurse manager incorporating the science of management, the art and the leader within in steering the Nursing Service in contribution to the overall mission accomplishment of a particular healthcare institution where you belong? (10 points)

---Nothing Follows---