

Test Bank for Management Principles for Health Professionals 8th Liebler

TEST BANK SAMPLE PREVIEW

PUBLISHER

JB Learning

COPYRIGHT

2021

RESOURCE TYPE

Test Bank

ISBN

9781284183504

Multiple Choice

1. The Patient Self Determination Act of 1990:

- A) addresses end-of-life decisions and care related thereto
- B) provides for the use of living wills, health care proxies, and advance directives
- C) was made necessary in part by technological advances in life support systems
- D) All of these are correct

Ans: D

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2

2. Of the following, the most likely reason for entrenched employee resistance to change is:

- A) the uneasiness created among employees when they anticipate having to change the way they do their work
- B) employees' lack of knowledge of what is coming; that is, fear of the unknown
- C) dislike of the manager or distrust of management overall
- D) None of these are correct

Ans: B

Complexity: Moderate

Ahead: Change and Resistance to Change

Subject: Chapter 2

3. In addition to encouraging acceptance of a necessary change affecting their jobs, involvement of employees in changing methods and practices is valuable because _____,

- A) it invariably gives them control over the change
- B) it automatically prevents most resistance
- C) it can empower employees with a sense of ownership of the change
- D) employees are then more accepting of management direction because they have been included

Ans: C

Complexity: Moderate

Ahead: Change and Resistance to Change

Subject: Chapter 2

4. All of the following are characteristics of the change process associated with adjustments to Y2K, EXCEPT:

- A) managers were dealing with a predicted change
- B) the need for the change was known several years ahead of the deadline
- C) the change involved a combination of predictable and unpredictable aspects
- D) the change involved little or no opportunity for making other system wide improvements

Ans: D

Complexity: Moderate

Ahead: Review of Successful Change

Subject: Chapter 2

5. The changes associated with the Patient Self-Determination Act resulted in renewed interest in, and activity by, which committee of the patient care team?

- A) Disaster response committee
- B) Peer review committee
- C) Ethics review committee
- D) Utilization review committee

Ans: C

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2

6. The changes associated with the Patient Self-Determination Act include all of the following, EXCEPT:

- A) rapid routinization through update of existing documentation processes
- B) crisis approach to unanticipated change in requirements for documentation
- C) patient and family outreach and education program offerings
- D) rapid routinization through update of existing admissions processes

Ans: B

Complexity: Moderate

Ahead: Review of Successful Change

Subject: Chapter 2

True/False

1. Resistance to change is an unnatural state within the individual.

Ans: False

Complexity: Easy

Ahead: Change and Resistance to Change

Subject: Chapter 2

2. The Health Insurance Portability and Accountability Act (HIPAA) was passed principally to ensure that workers could change jobs without being denied health insurance based on preexisting conditions.

Ans: True

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2

3. Involvement, often the strongest force in overcoming employee resistance to change, is sometimes *not* an available option.

Ans: True

Complexity: Easy

Ahead: Change and Resistance to Change

Subject: Chapter 2

4. Conformity to the requirements of HIPAA has cost many organizations considerably more than the government's estimates.

Ans: True

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2

5. There is presently a reasonable chance that HIPAA, because of its unpopularity among healthcare providers, will be repealed.

Ans: False

Ahead: Review of Successful Change

Complexity: Easy

Subject: Chapter 2

6. Providing employees with clear, specific orders is probably the most effective means of ensuring acceptance of change.

Ans: False

Complexity: Moderate

Ahead: Change and Resistance to Change
Subject: Chapter 2

7. The implementation of the electronic health record is an example of proactive change.

Ans: True

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2

8. Implementation of changes within an organization in response to the electronic health record initiatives is the primary responsibility of the American Health Information Association.

Ans: False

Complexity: Moderate

Ahead: Review of Successful Change

Subject: Chapter 2

9. Stakeholders in the implementation processes associated with the electronic health record include the National Library of Medicine.

Ans: True

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2

10. The American Health Information Association's legislative advocacy program concerning nondiscrimination based on health conditions primarily focuses on the personal health record.

Ans: True

Complexity: Easy

Ahead: Review of Successful Change

Subject: Chapter 2