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Nursing

NAB-NHA

NHA - Nursing Home Administrator (NAB - National Association of Long Term Care Administrator Boards)



Question: 124

The absence of any written system for evaluation of long-term performance exposes the individual more nearly to _____.

- A. good judgment of current managers
- B. evaluation on present work
- C. higher appraisals
- D. the whim of managers

Answer: D

Question: 125

Employees, it has been observed, normally _____.

- A. outperform their self-image
- B. do not outperform their self-image
- C. are self-starting, for the most part
- D. require little supervision in the traditional nursing facility setting

Answer: B

Question: 126

An evaluator checking off the extent to which an employee meets a trait or requirement is using a/an _____.

- A. outmoded model
- B. performance scale
- C. rating scale
- D. global rating

Answer: C

Question: 127

Department heads who consistently give high ratings to avoid conflict illustrate the ____.

- A. abuse of global ratings
- B. leniency error
- C. error of central tendency
- D. halo effect

Answer: B

Question: 128

The supervisor is impressed by the fact that the employee never missed a day and was never late, so rated the employee highly overall. This is a/an ____.

- A. abuse of global ratings
- B. leniency error
- C. error of central tendency
- D. halo effect

Answer: D

Question: 129

Transfer, promotion, demotion, and layoff are possible outcomes of ____.

- A. poor work attitudes
- B. a performance appraisal
- C. good rating scales at work
- D. global ratings for some managers

Answer: B

Question: 130

Workers expecting an exchange in which their wages and benefits are equal to their work effort when compared to similarly situated employees illustrate the ____.

- A. resiliency of worker expectation
- B. fair exchange theory
- C. compensation theory
- D. equity theory

Answer: D

Question: 131

Giving an across-the-board wage increase based on the Consumer PriceIndex is giving a/an _____.

- A. well-deserved raise to the staff
- B. boost in staff pay levels
- C. cost of living increase
- D. indexed wage increase

Answer: C

Question: 132

In the nursing facility, the key job against which many staff measure theirwages is compensation of the _____.

- A. administrator
- B. medical director
- C. owner
- D. director of nursing

Answer: D

Question: 133

Unless the facility can convincingly illustrate that it had a "just cause" for firing an employee, that employee will likely _____.

- A. be rehired
- B. remain on the facility payroll
- C. collect unemployment
- D. complain to the state

Answer: C

Question: 134

Grievance procedures offer a needed _____.

- A. source of discipline
- B. safety valve

- C. protection to the management
- D. reciprocity relationship

Answer: B



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