



(University of Choice)

**MASINDE MULIRO UNIVERSITY OF
SCIENCE AND TECHNOLOGY
(MMUST)**

**UNIVERSITY EXAMINATIONS
2021/2022 ACADEMIC YEAR**

**FIRST YEAR FIRST TRIMESTER SPECIAL/SUPPLEMENTARY
EXAMINATIONS**

**FOR THE DEGREE
OF
BACHELOR OF SCIENCE IN NURSING (DL)**

COURSE CODE: NCD 316

**COURSE TITLE: LEADERSHIP AND MANAGEMENT IN
NURSING II**

DATE: Monday 3rd October, 2022

TIME: 11.30a.m. – 2.30p.m.

INSTRUCTIONS TO CANDIDATES

Answer ALL questions in this paper.

TIME: 3 Hours

MMUST observes ZERO tolerance to examination cheating

This Paper Consists of 4 Printed Pages. Please Turn Over. ►

MULTIPLE CHOICE QUESTIONS**(20 MARKS)**

1. To state what needs to be done in a job is:
 - A. Job analysis
 - B. Job specification
 - C. Job description
 - D. Job design
2. To specify how the job should be carried out is:
 - A. Job analysis
 - B. Job specification
 - C. Job description
 - D. Job design
3. The Planning that is market oriented is:
 - A. Strategic planning
 - B. Standing planning
 - C. Ad hoc planning
 - D. Long term planning
4. The change that takes place when a manager is not caught unawares is:
 - A. Planned change
 - B. Spontaneous change
 - C. Developmental change
 - D. Inevitable change
5. The level of management that devote most of their time to organizational and directional functions is:
 - A. Top level management
 - B. Middle level management
 - C. First level management
 - D. Lower level management
6. A psychological process that gives behavior meaning was said by:
 - A. Lewis
 - B. Mc Gregor
 - C. Davis
 - D. Kreitner
7. The psychologist who worked out Maslow's theory to group it into three categories as ERG theory is:
 - A. Vroom
 - B. Herzberg
 - C. Alderfer
 - D. McClelland
8. Motivation that is controlled by external events (as in Pavlov's theory) is:
 - A. Cognitive theory
 - B. Reinforcement theory
 - C. Equity theory
 - D. Goal setting theory

9. The following may be an advantage of resistance to change:
- A. The employee will be left in his/her position
 - B. The manager will re-examine goals, values, functions and priorities
 - C. The change agents will get new postings
 - D. Another idea will be brought about if the original one fails to take off.
10. The stage where staff need to be re-educated in change is:
- A. Freezing stage
 - B. Unfreezing stage
 - C. Freezing stage
 - D. Moving stage
11. Teams with the same objective should work with one plan. Which principle is this?
- A. Unity of command
 - B. Unity of direction
 - C. Espirit De Corps
 - D. Division of labour
12. A nurse is allocated to perform the same task over and over again. Which style of nursing is this?
- A. Functional nursing
 - B. Team nursing
 - C. Case nursing
 - D. Primary nursing.
13. Fair distribution of resources with a goal to eliminate health care disparities known as:
- a) Equity
 - b) Priority
 - c) Social justice
 - d) Efficiency
14. Medium plans refer to:-
- a) Operational plans
 - b) Plans that take up to 1 year
 - c) Plans that take up to 10 years
 - d) Strategic plans
16. In the Kenya vision 2030 blue print, health care is anchored in:-
- a) Economic pillar
 - b) Social pillar
 - c) Political pillar
 - d) Socio-economic pillar
17. The function of management that involves measuring the performance of employees to ensure that quality data is realized in an organization is known as:
- a) Directing
 - b) Controlling
 - c) Authority
 - d) Staffing
18. A variable that permits to measure a given condition over time is called:-
- a) Target
 - b) Indicator
 - c) Baseline
 - d) Milestone
19. Which one best describes communication?