

OLLSCOIL NA hÉIREANN, GAILLIMH
NATIONAL UNIVERSITY OF IRELAND, GALWAY
WINTER EXAMINATION 1999
BACHELOR OF NURSING DEGREE
ADVANCED NURSING STUDIES IV (NU414)
LEADERSHIP IN NURSING (BND 8)

Professor Rosemary Pope
Ms. Kathleen Murphy
Ms. Mary Connor
Ms. Adeline Cooney
Ms. Mary O'Hara

You are expected to answer a total of THREE (3) questions. Use a separate answer book for each question. All questions carry an equal mark.

Please note you are expected to support your answers by referring to relevant literature.

Time allowed: THREE (3) hours

- 1. With reference to theories of leadership discuss the significance of nurse leadership styles to the possible success of patient care initiative (100 marks)**
- 2. Assume that you are a staff nurse on a ward/unit.**

The ward manager and nursing team are working towards attaining Nursing Development Unit (NDU) status for the unit in which you work. You are very supportive of this, but find some of your colleagues are less enthusiastic about the possible changes involved.

- (a) Analyse why the nurses on this unit may be resistant to the proposed change and suggest strategies to overcome their resistance.**
(50 marks)
- (b) Evaluate the strengths and weaknesses of the strategies that could be employed to implement this change. Identify the strategy (or strategies) you think would be most effective in managing this change, providing a rationale for your answer. Use appropriate literature to support your answer.**
(50 marks)

3. You have the responsibility for planning the off-duty rota on your ward. The off-duty roster for Christmas has been released, and many of the nurses are unhappy with their shifts, and you have heard comments such as "favouritism", "it's not fair", "she had it last year", etc.

With reference to the literature, discuss how knowledge of conflict theory and negotiating skills can assist you in responding effectively to this situation.

(100 marks)

4. After consultation with ward staff you decide to introduce primary nursing. This was expected to improve the quality of patient care. However, you find it is not doing so. You do not think there is anything wrong with primary nursing, it is used successfully in many other hospitals. Nurses appear enthusiastic and knowledgeable about primary nursing. You have to decide whether to continue using this format or not.

- (a) Discuss the decision-making process you would use in reaching a decision on whether to continue primary nursing.

(50 marks)

- (b) Critically discuss the relationship between decision-making and management effectiveness.

(50 marks)

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