1. The most significant occurrence that led to the nursing shortage of the 1980s was:
a. large-scale nurse layoffs took place
b. nurses were staying in school longer to earn
BSN
c. nurse pay had become comparable to entry-
level lawyers
d. LPNs were more limited in their
responsibilities, leading to need for more RNs

2. All of the following factors influenced the nursing shortage that began in the 1990s
EXCEPT:
a. the “graying of nursing” in practice and
academia
b. decreased nursing school admissions
c. nurse dissatisfaction
d. nurses chose positions in the military since
benefits were better

3. The reason the American Academy of
Nursing (AAN) chose the term “magnet”
hospitals to study select hospitals in 1981 was:
a. eliminated the position of patient care
assistant, began during the 1980 shortage
b. mandated RN as the entry level for practice
for all nurses
c. was able to recruit and retain nurses, despite
the nursing shortage
d. had significantly better benefit packages than
other hospitals studied

4. Of the hospitals selected for study by the
AAN in 1981, how many were designated
“magnet” and chosen to participate in the
1982-83 early magnet research?
a. 12
b. 22
c. 30
d. 41

5. The conceptual framework for a hospital
needs to follow to earn Magnet Program
Recognition today is:
a. AANA’s Scope and Standard of Nurse
Administration
b. Magnet Recognition Program’s Forces of
Magnetism
c. Joint Commission’s Scope and Standards of
Nursing Practice
d. nurse practice act of state seeking Magnet
Program Recognition

6. In their 1999 study, “Review of Magnet
Hospital Research: Findings and Implications
for Professional Nursing Practice,” Scott,
Sochalski and Aiken conclude:
a. there were too few nurses and hospitals in
the study
b. the data should be measured empirically and
linked to patient outcomes
c. there was too much cross-sectional data;
longitudinal studies should be done
d. there was no data to show significant
changes in nurse-physician relationships

7. In Aiken’s study, “Hospital Nurse Staffing
and Patient Mortality: Nurse Burnout, and
Job Dissatisfaction,” published in JAMA in 2002, the major finding is:
a. patients cared for by nurses with BSN degrees
have lower surgical mortality rates
b. nurses working in Magnet hospitals have low
rates of burnout
c. if hospitals staffed one nurse to eight
survival patients, compared to one nurse to
four survival patients, the mortality rate was
31 percent higher
d. infection rates were significantly low in
Magnet hospitals

8. Which of the following statements
regarding research and evidence-based
practice found in the 2008 Magnet manual
is correct?
a. Quality indicator studies measure specific
outcomes and are controlled.
b. Evidence-based practice is the use of
scientific literature to make practice changes.
c. Research requires a complete literature
review and the final acceptance from the
nurse practice council.
d. Quality improvement research meets the
Magnet standard as full research

9. When Magnet hospitals submit quality
indicators, all of the following are included
EXCEPT:
a. Joint Commission
b. Centers for Medicare and Medicaid Services
(c. NDNQI) or other nursing quality database
d. hospital’s morbidity and mortality data

10. If a hospital receives the Magnet
Recognition Program distinction, it must
apply for re-designation every:
a. 1 year
b. 2 years
c. 4 years
d. 5 years

Evaluation
1. I can describe the history of the Magnet
Recognition Program.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

2. I can compare and contrast how Magnet
hospital research has evolved from 1983 to
the present.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

3. I can discuss the practice implications and
future research for Magnet hospitals.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

4. The objectives relate to the overall goal of
the article.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

5. The article is well-written and logically
organized, and defines terms adequately.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

6. Which of the following questions
allows you to practice effectively?
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

7. The Magnet hospitals provide a
positive environment to work.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

8. The Magnet program improves
job satisfaction.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

9. The Magnet program improves
patient satisfaction.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

10. The Magnet program improves
nurse retention.
a. strongly agree
b. agree
c. neutral
d. disagree
e. strongly disagree

LEARNER
FEEDBACK
QUESTIONS
1. A B C D
2. A B C D
3. A B C D
4. A B C D
5. A B C D
6. A B C D
7. A B C D
8. A B C D
9. A B C D
10. A B C D

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