Name:

Instructor:

Course:

Date:

**Competency-based Testing**

According to Cowin, Hengstberger-Sims, and Eagar (1), nursing competence remains a professional problem and focal point of patient-care results. The significance of nursing competence remains beyond the licensing and regulatory domain. Therefore, the manner in which competence is tested remains the cornerstone of the nursing profession. The major purpose of nursing competence test entails measuring whether the nurses attain the expected professional standards. Competent workforce remains critical in healthcare outcomes connected to the provided health care quality. The construct of competency of empirical evidence can help in offering further international competency measurement evidence. Nursing competency remains a popular term in the clinical setting, education and nursing setting. Competence entails having the expected characteristics, including knowledge, skills, values, and abilities.

Center for Nursing Education and Testing(par. 1 ) states that the C-NET company entails a testing firm that offers full-range of administrative and test development to meet the nursing evaluation requirement. Therefore, the company must develop a testing program that enhances the knowledge and the skills of its members to ensure that they add value to their customers by providing effective services and products. Fauda (par. 2-3) highlights that competency tests entail reliable ad valid measurements that measure the skills and knowledge of a given profession. The tests are established for various occupations with the aim of defining the occupation certification. In nursing, the competency is grouped into holism, trait and behavioraism theories.

Fauda (par. 4) claim that behaviorism defines the capacity to perform personal core skills and is assessed through skill demonstration. Trait theory views competency as personal traits important for the successful performance of tasks including critical thinking skills and knowledge. Holism considers competency as a group of factors such as values, thinking capacity, knowledge, attitudes, and skills. Nursing competency is considered as the incorporation of knowledge such as attitude, values, skills, and judgment. Nurses are expected to apply their individual traits, skills, and knowledge to every circumstance and adapt them to various situations.

**Strategy to provide better value to its customers**

Alfaro-LeFevre (212) states that nurses improve their skills and knowledge by integrating research-based evidence in their decision-making process. In a practice environment, patients obtain a successful outcome when sequencing and knowledge are implemented as nursing interventions. The evidence-based process entails a problem-solving strategy to nursing practice that integrates the most appropriate evidence from appropriately structured research, preferences, and values of a patient, and expertise of a clinician while making patient care decisions. Students must gain insight into evidence-based nursing to think critically and answer practice questions in nursing with the aim of succeeding in the sector.

**The area that needs improving**

Fauda (3-4) claim that nurses face various barriers when implementing the evidence-based procedure in their practice. The barriers entail structures, resources, time limits, and high demands for patient care. More so, the nurses may not recognize demonstrate effectively how evidence-based process resources and time can support their efforts in contributing to enhance patient care results and cost savings in a meaningful manner.

Therefore, Alfaro-LeFevre (123) states that the nurses must be taught how to connect money to outcomes with the aim of demonstrating a return on investment and the manner in which the evidence-based process contribute to the profits of a firm and how it could justify more investment in resources and time. The administrators and educators must encourage the nurses to view the evidence-based process as a stable approach to offer enhanced patient care. Therefore, the C-NET must implement a test program that encourages learners, nurses, and clinicians to integrate evidence-based processes in their learning process and practices.

In conclusion, the company must develop a testing program that enhances the knowledge and the skills of its members to ensure that they add value to their customers by providing effective services and products. The administrators and educators must encourage the nurses to view the evidence-based process as a stable approach to offer enhanced patient care. The C-NET must implement a test program that encourages learners, nurses, and clinicians to integrate evidence-based processes in their learning process and practices.

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