

SCKE Employee Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

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SAMPLE

Questions

SAMPLE

- 1. Is the PSA (prostate specific antigen) test conducted in-house?**
 - A. Yes, it is conducted in-house**
 - B. No, it is a send-out lab test**
 - C. It varies by location**
 - D. Only for urgent cases**
- 2. Can we draw labs and run tests in-house for memorial care patients?**
 - A. Yes, we can**
 - B. No, we cannot**
 - C. Only some tests can be done**
 - D. Depends on the patient's condition**
- 3. What is the preparation required for a renal ultrasound?**
 - A. 40oz of water before exam**
 - B. No eating, take all medications**
 - C. 24oz of water prior to exam, no urinating**
 - D. 16oz, drink only water**
- 4. Why is it important to establish clear performance metrics?**
 - A. They complicate employee evaluations**
 - B. They provide a basis for assessing employee contributions**
 - C. They discourage employees from performing**
 - D. They create inconsistency among teams**
- 5. Which doctors specialize in endocrinology?**
 - A. Chang and Krishnan**
 - B. Chavez, Mehta, and Pourbabk**
 - C. Chang, Bandukwala, Krishnan**
 - D. Markman, James, and Smith**
- 6. Which insurance is NOT listed as requiring authorization?**
 - A. Memorial Care**
 - B. Tricare**
 - C. Greater Newport**
 - D. Health Net**

- 7. Which of the following is a common strategy for conflict resolution in organizations?**
- A. Negotiation**
 - B. Mediation**
 - C. Arbitration**
 - D. All of the above**
- 8. Which thyroid medication should patients avoid before a TFT draw?**
- A. Levothyroxine**
 - B. Amour thyroid**
 - C. Thyrolar**
 - D. Zoloft**
- 9. Which section of the SCKE test focuses on employee rights and workplace ethics?**
- A. The Teamwork and Collaboration section**
 - B. The Employment Law and Ethics section**
 - C. The Communication and Engagement section**
 - D. The Performance Evaluation section**
- 10. Is it true that copays can be collected for ultrasounds in advance?**
- A. True**
 - B. False**

Answers

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

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Explanations

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1. Is the PSA (prostate specific antigen) test conducted in-house?

- A. Yes, it is conducted in-house**
- B. No, it is a send-out lab test**
- C. It varies by location**
- D. Only for urgent cases**

The PSA (prostate-specific antigen) test is indeed primarily categorized as a send-out lab test. This is due to the fact that the test typically requires specialized equipment and techniques to accurately measure the level of PSA in the blood, which many in-house labs may not possess. Although some larger hospital systems or specialized clinics might have the capability to standardize the test in-house, the majority of healthcare facilities opt to send samples to external laboratories that are specifically equipped for such tests, ensuring quality and reliability in results. While some locations may offer the PSA test in-house, it is not a universal practice, which is why considering the general protocol, the send-out nature is the more accurate characterization of how the PSA test is usually conducted. This helps ensure that patients receive highly accurate results from certified laboratories that meet regulatory standards.

2. Can we draw labs and run tests in-house for memorial care patients?

- A. Yes, we can**
- B. No, we cannot**
- C. Only some tests can be done**
- D. Depends on the patient's condition**

The correct choice indicates that running tests and drawing labs in-house for memorial care patients is not permissible. Typically, facilities that provide memorial care often have strict protocols and regulations in place that govern where and how medical tests are conducted. This limitation may stem from considerations related to patient safety, the complexity of the tests, and the necessary qualifications for performing such tests. Many tests require specialized equipment and trained personnel, which may not be available in all settings. Therefore, patients' care often necessitates sending samples to external laboratories that are certified and equipped to provide reliable results. This approach ensures that patients receive precise evaluations and appropriate follow-up care based on their test results. By understanding this framework, it becomes clear why in-house testing may not be feasible or advisable, supporting the stance provided by the correct answer.

3. What is the preparation required for a renal ultrasound?

- A. 40oz of water before exam**
- B. No eating, take all medications**
- C. 24oz of water prior to exam, no urinating**
- D. 16oz, drink only water**

For a renal ultrasound, the preparation often involves drinking a specific amount of water before the exam and refraining from urinating. This is important because a full bladder can facilitate better imaging of the kidneys and surrounding structures, ensuring that the ultrasound waves can penetrate the tissues more effectively. Drinking 24oz of water provides sufficient volume to achieve this necessary fullness. This particular preparation helps to distort the bladder so that it provides a clearer acoustic window for viewing the kidneys, which are located behind the bladder. Not urinating before the exam allows the technician to see the kidneys without interference from an empty bladder. The other options include varying amounts of fluid and differing instructions regarding urination that do not fully align with standard practice for renal ultrasound preparation, making them less appropriate in this context.

4. Why is it important to establish clear performance metrics?

- A. They complicate employee evaluations**
- B. They provide a basis for assessing employee contributions**
- C. They discourage employees from performing**
- D. They create inconsistency among teams**

Establishing clear performance metrics is crucial because they provide a specific and measurable way to assess employee contributions. When performance metrics are well-defined, they allow both employees and management to understand what is expected in terms of productivity, quality, and performance standards. This clarity facilitates fair evaluations, enables employees to align their efforts with organizational goals, and helps identify areas for improvement. Furthermore, clear metrics serve as a common framework that can be used consistently across an organization, fostering accountability and transparency in the evaluation process. This can lead to a more motivated workforce, as employees are aware of how their work will be assessed and how they can achieve success. Overall, having clear performance metrics greatly enhances the effectiveness of performance management systems.

5. Which doctors specialize in endocrinology?

- A. Chang and Krishnan**
- B. Chavez, Mehta, and Pourbabk**
- C. Chang, Bandukwala, Krishnan**
- D. Markman, James, and Smith**

The correct answer denotes doctors who specialize in endocrinology, which is the branch of medicine that deals with the endocrine system, its diseases, and its specific secretions known as hormones. The combination of Chang, Bandukwala, and Krishnan includes medical professionals likely recognized for their focus on endocrine disorders, such as diabetes, thyroid issues, and hormonal imbalances. This specialization typically requires extensive training, including a residency in internal medicine followed by a fellowship in endocrinology. As such, the credentials and expertise of these specific doctors align with the field of endocrinology, demonstrating their capability to manage and treat conditions affecting hormonal health. In contrast, the other choices may include doctors who have expertise in different areas of medicine. They do not have the established recognition or training in endocrinology that is essential for diagnosing and treating hormonal disorders. This distinction is crucial for fulfilling the medical needs within the field, hence affirming why the selected answer is appropriate.

6. Which insurance is NOT listed as requiring authorization?

- A. Memorial Care**
- B. Tricare**
- C. Greater Newport**
- D. Health Net**

Health Net is not listed as requiring authorization, which often indicates that it has different guidelines or policies compared to the other insurance plans mentioned. In many healthcare systems, specific insurance providers have predetermined requirements for services that necessitate prior authorization to ensure coverage for certain procedures or treatments. In contrast, other plans like Memorial Care, Tricare, and Greater Newport commonly require authorization to manage costs and determine the appropriateness of care. This engagement helps avoid unnecessary expenses and ensures that patients receive the right level of care under their plan. Therefore, the absence of a prior authorization requirement for Health Net suggests a more straightforward approval process for its members.

7. Which of the following is a common strategy for conflict resolution in organizations?

A. Negotiation

B. Mediation

C. Arbitration

D. All of the above

The option stating mediation as a common strategy for conflict resolution in organizations focuses on the role of a neutral third party who facilitates communication between disputing parties. Mediation helps parties reach a mutually acceptable agreement and encourages collaboration, making it a widely embraced strategy in various organizational settings. Mediation is particularly effective because it allows individuals to express their views and interests, fostering a more harmonious work environment. While negotiation and arbitration are also effective methods for resolving conflicts, mediation stands out for its emphasis on dialogue and voluntary agreement rather than imposed decisions. In a negotiation, parties directly engage to reach an agreement, which can sometimes lead to a power imbalance if one side has more leverage. In arbitration, a third party makes a binding decision, which may not allow for the same collaborative spirit found in mediation. Thus, while mediation is indeed a strong method for resolving conflicts, comprehensive approaches often involve a combination of strategies, including negotiation and arbitration, which would justify "all of the above" as a strong contender for the answer, as it acknowledges the effectiveness of each strategy in different contexts.

8. Which thyroid medication should patients avoid before a TFT draw?

A. Levothyroxine

B. Armour thyroid

C. Thyrolar

D. Zoloft

Patients should avoid taking Armour thyroid before a Thyroid Function Test (TFT) draw because this medication contains both T4 (levothyroxine) and T3 (liothyronine) hormones, which can artificially elevate thyroid hormone levels in the blood. This elevation can lead to misleading test results, making it difficult for healthcare providers to accurately assess thyroid function. Levothyroxine is a synthetic form of T4 and is also a common thyroid medication, but it is often considered less problematic for testing purposes compared to a combination treatment like Armour thyroid. Thyrolar, which contains both T4 and T3, may similarly affect TFT results but is not as frequently prescribed as Armour thyroid. Zoloft, an antidepressant, does not have a direct impact on thyroid hormones and is not relevant in this context since it does not alter the results of TFTs.

9. Which section of the SCKE test focuses on employee rights and workplace ethics?

A. The Teamwork and Collaboration section

B. The Employment Law and Ethics section

C. The Communication and Engagement section

D. The Performance Evaluation section

The Employment Law and Ethics section is specifically designed to address employee rights and workplace ethics. This section covers important laws and regulations that protect employees in the workplace, outlining their rights related to discrimination, harassment, wage issues, and safety standards. It also delves into ethical practices within the workplace, promoting a culture of integrity, fairness, and respect among employees. In this context, understanding the legal framework surrounding employment helps workers recognize their rights and responsibilities, as well as the obligations of their employers. This knowledge is crucial in fostering an ethical work environment and ensuring that employees feel empowered to advocate for their rights when necessary. This makes the Employment Law and Ethics section central to comprehending the broader concepts of employee rights and ethical workplace behavior.

10. Is it true that copays can be collected for ultrasounds in advance?

A. True

B. False

Copays can indeed be collected for ultrasounds in advance, which is why the statement is true. In many healthcare settings, medical providers are allowed to collect copayments at the time of service, including for diagnostic procedures like ultrasounds. This practice helps streamline billing and ensures that the provider receives the necessary payment portion from the patient before the service is rendered, which is common for various medical services. Collecting copays in advance is part of the revenue management process in healthcare. By doing so, providers can manage their cash flow more effectively and reduce the need for follow-up billing, which can often lead to delays in payment. This approach is also beneficial for patients, as they are made aware of their financial obligations upfront, allowing them to plan for any out-of-pocket expenses associated with their healthcare. While there may be variations in policies depending on the specific healthcare provider or insurance plan, the general practice supports the upfront collection of copays for services, including ultrasounds.