



An ETS Company

Job Analysis Report

National Certification Corporation (NCC)

Maternal Newborn Nursing (RNC-MNN®)

July 2024

Submitted to:



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Executive Summary

This report describes the methodology and procedures used to conduct a job analysis and develop the exam specifications for the National Certification Corporation (NCC) Maternal Newborn Nursing (RNC-MNN®) certification examination.

The three major activities that comprise the job analysis process described in this report are as follows:

1. **Job Analysis Committee Meeting** – A gathering of subject matter experts (SMEs) to discuss and develop a description of the scope of practice
2. **Job Analysis Survey** – A large-scale survey of practitioners not involved with the SME panel to validate the task and knowledge statements developed by the committee
3. **Development of Examination Specifications** – The development of an Examination Content Outline by the committee based on the results of the survey

Several practitioners were assembled by National Certification Corporation (NCC) to serve as subject matter experts (SMEs). The individuals selected represent a wide variety of work-related characteristics such as years of experience, work setting, geographic location, and areas of specialty. This helps in developing a scope of practice that is reflective of the roles and responsibilities of the job role and is relatively free from bias. By analyzing the experiences and expertise of current practitioners, the results from the job analysis become the basis of a validated assessment that reflects the competencies required for competent job performance.

The job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The resultant Examination Content Outline (Appendix E) indicates a 150-item examination with content distribution requirements at the competency area (content domain) level as well as topic (content subdomain) level. The five competency areas are:

1. Pregnancy, Birth Risk Factors and Complications
2. Maternal Postpartum Assessment, Management, and Education
3. Newborn Assessment and Management
4. Maternal Postpartum Complications
5. Newborn Complications



Introduction

This report describes the methodology and procedures used to conduct a job analysis and develop the exam specifications for the National Certification Corporation (NCC) Maternal Newborn Nursing (RNC-MNN®) certification examination.

The job analysis was conducted in accordance with principles and practices outlined in the *Standards for Educational and Psychological Testing*¹, which describe principles and guidelines for all aspects of test development, including content validation.

A job analysis (sometimes referred to as a practice analysis, job task analysis, role delineation study, work analysis, or competency profiling) is a scientific inquiry conducted to identify the tasks and work activities conducted, the context in which those tasks and activities are carried out, and the competencies (knowledge areas, skills, and abilities) required to perform a job role successfully². Different methods can be used which may differ in the levels of specificity in analyzing and describing different work elements, with the choice of method largely dependent on the intended purpose and use of the results. The methodology of the current analysis was tailored to the creation of exam specifications for test development.

When completed, the job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The job analysis is typically performed every 5 to 7 years so that the content outline represents the current scope of practice. Because it serves as the primary basis for content validity evidence, as required by the aforementioned standards, the job analysis is a primary mechanism by which a certifying body or regulatory board can ensure the accuracy and defensibility of an exam. It serves as the foundation of the certification exam and is critical to the success of the entire exam development process. All necessary documentation verifying that the validation process has been implemented in accordance with professional standards is included in this report.

This report is divided into the major activities of the job analysis process, which are:

1. **Job Analysis Committee Meeting** – A gathering of subject matter experts (SMEs) to discuss and develop a description of the scope of practice
2. **Job Analysis Survey** – A large-scale survey to practitioners not involved with the SME panel to validate the task and knowledge statements developed by the committee
3. **Development of Examination Specifications** – The development of an Examination Content Outline by the committee based on the results of the survey

¹ American Educational Research Association, American Psychological Association, National Council on Measurement in Education (2014). *Standards for Educational and Psychological Testing*. AERA.

² Sackett, P.R., Walmsley, P.T., Laczko, R.M. (2012). *Job and work analysis: Industrial and Organizational Psychology*. In N. Schmitt, S. Highhouse (Eds.), *Comprehensive Handbook of Psychology*, Volume 12. John Wiley and Sons.



Job Analysis Committee Meeting

National Certification Corporation (NCC) selected subject matter experts (SMEs) to represent a wide variety of work-related characteristics such as years of experience, work setting, geographic location, and areas of specialty to develop a scope of practice that is reflective of the roles and responsibilities of the job and is relatively free from bias. See Appendix A for a complete list of the SMEs and their qualifications.

Prior to the job analysis committee meeting, six SMEs were interviewed to help provide background information on the job role, the history of the credential, and the anticipated future of the job role. These interviews were conducted between March 1, 2024, and March 8, 2024.

PSI Services LLC (PSI) conducted a job analysis committee meeting on March 11, 2024, with SMEs to discuss the scope of practice and develop a list of tasks and knowledge areas that reflect the job role. PSI led the SMEs in refining task and knowledge statements, and organizing them into a domain and subdomain structure. The outgoing exam content outline was used as a resource when developing the knowledge and tasks. See Appendix B for the presentation used to orient the job analysis committee at the beginning of the meeting.

The job analysis committee developed eight task statements, as follows:

1. Demonstrate knowledge of physiological, psychological, and sociocultural factors that affect the family with emphasis on the postpartal/neonatal period (birth to six weeks)
2. Recognize and respond to antenatal and intrapartum factors affecting the family in the postpartum/neonatal period
3. Assess the physiological, psychological, and sociocultural status of the family and neonate
4. Analyze data to identify nursing and educational needs of the family
5. Develop and implement an individualized plan for the family
6. Evaluate outcomes and modify the plan as necessary
7. Incorporate knowledge of current standards of practice, research and professional issues into nursing management of family
8. Manage postpartum and neonatal complications.

The job analysis committee developed 20 knowledge statements across five content domains, as follows.

1. Pregnancy, Birth Risk Factors and Complications

- A. Antenatal Factors
- B. Intrapartum Factors

2. Maternal Postpartum Assessment, Management and Education

- A. Physiologic Changes and Physical Assessment (including Laboratory Values)
- B. Nursing Care
- C. Psychosocial and Ethical Issues
- D. Lactation, Newborn Feeding and Nutrition

3. Newborn Assessment and Management

- A. Transition to Extrauterine Life
- B. Physical Assessment and Gestational Age Assessment (including Laboratory Values)
- C. Newborn Care and Family Education
- D. Resuscitation and Stabilizations

4. Maternal Postpartum Complications

- A. Hematologic
- B. Cardiopulmonary
- C. Infection
- D. Diabetes
- E. Psychological Conditions and Substance Use Disorders

5. Newborn Complications

- A. Cardiovascular and Respiratory
- B. Neurological and Gastrointestinal
- C. Hematologic
- D. Infections disease
- E. Genetic, Metabolic and Endocrine



Following the creation of the task and knowledge lists, the committee members were tasked with identifying linkages between the task and knowledge statements. This was done to provide evidence that the knowledge areas were indeed required to perform the tasks identified. This was also done to ensure that each task was covered by at least one relevant knowledge area and that each knowledge area had at least one relevant task identified. Table 1 shows a matrix of knowledge-task linkages identified.

Table 1.
Linkages Among Knowledge and Task Statements.

	1	2	3	4	5	6	7	8
1								
A	x	x	x	x	x	x	x	x
B	x	x	x	x	x	x	x	x
2								
A	x	x	x	x	x	x	x	x
B	x	x	x	x	x	x	x	x
C	x	x	x	x	x	x	x	x
D	x	x	x	x	x	x	x	x
3								
A	x	x	x	x	x	x	x	x
B	x	x	x	x	x	x	x	x
C	x	x	x	x	x	x	x	x
D	x	x	x	x	x	x	x	x
4								
A	x	x	x	x	x	x	x	x
B	x	x	x	x	x	x	x	x
C	x	x	x	x	x	x	x	x
D	x	x	x	x	x	x	x	x
E	x	x	x	x	x	x	x	x
5								
A	x	x	x	x	x	x	x	x
B	x	x	x	x	x	x	x	x
C	x	x	x	x	x	x	x	x
D	x	x	x	x	x	x	x	x
E	x	x	x	x	x	x	x	x

Job Analysis Survey

PSI developed, administered, and monitored a survey to validate the tasks and knowledge areas developed by the job analysis committee and to help determine content weighting. To this end, the survey collected respondents' ratings of the importance and frequency for each task and knowledge area. The importance and frequency scale were used to evaluate the appropriateness of the inclusion of each knowledge statement and task.

Importance

How important is this knowledge area in your role?
How important is this task to your role?

- 0 - Not applicable
- 1 - Minimally Important
- 2 - Somewhat Important
- 3 - Moderately Important
- 4 - Very Important
- 5 - Critically Important

Frequency

How frequently do you use this knowledge in your role?
How frequently do you perform this task in your role?

- 0 - Never
- 1 - Very Rarely
- 2 - Seldom
- 3 - Occasionally
- 4 - Frequently
- 5 - Very Frequently

Between April 10, 2024, and April 21, 2024, a pilot survey was conducted with the job analysis committee, the interviewees, and NCC staff members to ensure that the survey was operating correctly, and any modifications or corrections were made address the pilot survey reviewers' comments. See Appendix C for a copy of the final job analysis survey.

The live survey was sent using online survey software to a list of 14,843 individuals that was obtained from NCC. The list consisted of certified and noncertified registered nurse providers working in hospital obstetrics. The number of individuals that responded to the survey was 1,340 (9%). The survey was opened on May 1, 2024, and closed on June 2, 2024. See Appendix D for the email sent to potential respondents.

Following the close of the survey, the data were analyzed to identify any respondents who did not complete the survey or provided responses lacking any variance (i.e., "straight-lining" or providing the same response to every task or knowledge). Responses from 520 respondents were removed from the data set, yielding a usable number of 820 completed responses. Of those respondents who were removed, 284 were removed due to not completing the survey, 210 were removed due to not providing patient care as a maternal newborn nurse, and 26 were removed due to a lack of variance in their responses.



Table 2 shows the mean ratings provided for frequency and importance of the task statements. Table 3 shows the mean ratings provided for the frequency and importance of the knowledge statements.

Table 2.

Frequency and Importance Ratings for Task Statements.

Task Statements		Importance	Frequency
1	Demonstrate knowledge of physiological, psychological, and sociocultural factors that affect the family with emphasis on the postpartal/neonatal period (birth to six weeks)	4.28	4.46
2	Recognize and respond to antenatal and intrapartum factors affecting the family in the postpartum/neonatal period	4.05	3.93
3	Assess the physiological, psychological, and sociocultural status of the family and neonate	4.26	4.37
4	Analyze data to identify nursing and educational needs of the family	4.06	4.16
5	Develop and implement an individualized plan for the family	4.09	4.22
6	Evaluate outcomes and modify the plan as necessary	4.11	4.19
7	Incorporate knowledge of current standards of practice, research and professional issues into nursing management of family	4.26	4.33
8	Manage postpartum and neonatal complications.	4.63	4.31

Table 3.

Frequency and Importance Ratings for Knowledge Statements.

Knowledge Statements		Importance	Frequency
1	Antenatal Factors	3.86	3.65
2	Intrapartum Factors	3.97	3.76
3	Physiologic Changes and Physical Assessment (including Laboratory Values)	4.52	4.62
4	Nursing Care	4.53	4.68
5	Psychosocial and Ethical Issues	4.12	4.18
6	Lactation, Newborn Feeding and Nutrition	4.50	4.74
7	Transition to Extrauterine Life	4.44	4.28
8	Physical Assessment and Gestational Age Assessment (including Laboratory Values)	4.32	4.35
9	Newborn Care and Family Education	4.46	4.71
10	Resuscitation and Stabilizations	4.54	3.30
11	Hematologic	4.42	3.88
12	Cardiopulmonary	4.30	3.33
13	Infection	4.30	3.59
14	Diabetes	4.27	4.04
15	Psychological Conditions and Substance Use Disorders	4.21	3.73
16	Cardiovascular and Respiratory	4.47	3.71
17	Neurological and Gastrointestinal	4.13	3.08
18	Hematologic	4.10	3.09
19	Infections disease	4.16	3.10
20	Genetic, Metabolic and Endocrine	3.97	2.85



The survey included demographic questions regarding professional characteristics relevant to the job role. Table 4 shows a summary of the demographic questions in the survey.

Table 4.

Results of the Demographic Questions in the Job Analysis Survey.

1. How many years of experience do you have working as a Maternal Newborn Nurse?	#	%
1-5 years (If less than 1 year experience please select 1-5 years)	47	5.73%
6-10 years	173	21.10%
11-15 years	109	13.29%
16-20 years	164	20.00%
21 plus years	324	39.51%

2. What percentage of your practice as an MNN is devoted to each of the following categories? (Enter whole numbers that total 100)
Postpartum (Maternal): Mean = 23.45 Standard Deviation = 22.46 Minimum = 0 Maximum = 100
Newborn: Mean = 25.74 Standard Deviation = 25.53 Minimum = 0 Maximum = 100
Couplet (Mother Baby): Mean = 75.15 Standard Deviation = 31.61 Minimum = 0 Maximum = 100
Other: Mean = 26.78 Standard Deviation = 26.59 Minimum = 0 Maximum = 100

3. What is the highest level hospital/unit designation in which you practice?	#	%
Birth Center	5	0.61%
Level I (Basic Care) Uncomplicated pregnancies with ability to detect, stabilize and initiate management of unanticipated maternal-fetal or neonatal problems and transfer as needed.	84	10.24%
Level II (Specialty Care) Level I facility plus care of appropriate high-risk antepartum, intrapartum or postpartum conditions both directly admitted or transferred in.	231	28.17%
Level III (Subspecialty Care) Level II facility plus care of more complex maternal conditions, obstetric complications and fetal conditions. Advanced imaging.	206	25.12%
Level IV (Regional Perinatal Health Care Centers) Level III facility plus on-site medical and surgical care of the most complex maternal conditions and critically ill pregnant patients and fetuses throughout antepartum, intrapartum and postpartum. Onsite ICU care, maternal referral and transport, outreach.	244	29.76%
Do not know	35	4.27%
Not applicable	13	1.59%

4. Which of the following best describes your PRIMARY practice setting?	#	%
Direct Inpatient Care	665	81.10%
Education	44	5.37%
Management/Leadership	65	7.93%
Outpatient Care (e.g., Ambulatory)	22	2.68%
Research/Quality Improvement	3	0.37%
Other (Please Specify)	19	2.32%

5. Which of the following BEST describes your professional primary role?	#	%
Administrator/Management	37	4.51%
Clinical Nurse Specialist	11	1.34%
Educator	47	5.73%
Nurse Practitioner	6	0.73%
Registered Nurse	686	83.66%
Researcher	2	0.24%
Other (Please Specify)	29	3.54%

6. What is your highest level of education?	#	%
Diploma/Certificate	18	2.20%
Associate	101	12.32%
Baccalaureate	510	62.20%
Masters	153	18.66%
Post Masters/Doctorate	6	0.73%
Doctorate - DNP	18	2.20%
Doctorate - PhD	2	0.24%
Other (please specify)	8	0.98%

7. On average, how many hours per week do you provide patient care as a Maternal Newborn Nurse?
Mean = 30.36 Standard Deviation = 10.81 Minimum = 0 Maximum = 100

8. Which of the following best describes your PRIMARY practice location?	#	%
Region 1: Northeast (ME, NH, VT, MA, RI, CT, NY, NJ, PA)	166	20.24%
Region 2: Midwest (WI, IL, MI, IN, OH, ND, SD, NE, KS, MN, IA, MO)	126	15.37%
Region 3: South (KY, TN, MS, AL, FL, GA, SC, NC, VA, WV, DC, MD, DE, TX, OK, AR, LA)	321	39.15%
Region 4: West (MT, ID, WY, NV, UT, CO, AZ, NM, WA, OR, CA, AK, HI)	198	24.15%
Canada	0	0.00%
Other	4	0.49%

9. Do you use Quantitative Blood Loss (QBL) in your practice setting?	#	%
Yes	766	93.41%
No	51	6.22%

10. Do you use a uterine tamponade device (e.g., Bakri) in your practice setting?	#	%
Yes	730	89.02%
No	87	10.61%

11. Do you use a uterine vacuum device (e.g., JADA) in your practice setting?	#	%
Yes	686	83.66%
No	133	16.22%

12. Is your practice setting providing Respiratory Syncytial Virus (RSV) antibodies to newborns?	#	%
Yes	325	39.63%
No	487	59.39%

Development of Exam Specifications

The Job Analysis Committee met on June 10, 2024, to review the results of the survey, finalize the tasks and knowledge that would comprise the next Examination Content Outline, and finalize the content weighting for the examination.

The committee reviewed the demographic results and confirmed that the results matched expectations and impressions of the practitioner population, suggesting that the respondent sample is reflective of the target population.

The committee then reviewed the draft content weighting, discussing any adjustments necessary to align the number of items per content area for adequate content coverage on the assessment. The draft content weighting was developed by calculating the criticality value (mean importance rating multiplied by the mean frequency rating) and then determining a percentage weight based on the relative weight of the criticality value for each content area.

See Table 5 for a summary of the content weighting determination. The final Examination Content Outline can be found in Appendix E.

Table 5.
Content Weighting Determination.

Knowledge Statements		Criticality	Percentage	Draft # Items	Final # Items
1A	Antenatal Factors	14.10	4%	6	5
1B	Intrapartum Factors	14.93	5%	7	5
2A	Physiologic Changes and Physical Assessment (including Laboratory Values)	20.89	6%	10	9
2B	Nursing Care	21.22	6%	10	9
2C	Psychosocial and Ethical Issues	17.21	5%	8	8
2D	Lactation, Newborn Feeding and Nutrition	21.34	6%	10	14
3A	Transition to Extrauterine Life	19.01	6%	9	9
3B	Physical Assessment and Gestational Age Assessment (including Laboratory Values)	18.80	6%	9	7
3C	Newborn Care and Family Education	21.01	6%	10	7
3D	Resuscitation and Stabilizations	14.97	5%	7	7
4A	Hematologic	17.15	5%	8	8
4B	Cardiopulmonary	14.34	4%	7	7
4C	Infection	15.47	5%	7	7
4D	Diabetes	17.26	5%	8	8
4E	Psychological Conditions and Substance Use Disorders	15.72	5%	7	7
5A	Cardiovascular and Respiratory	16.59	5%	8	8
5B	Neurological and Gastrointestinal	12.74	4%	6	6
5C	Hematologic	12.69	4%	6	7
5D	Infections disease	12.88	4%	6	6
5E	Genetic, Metabolic and Endocrine	11.33	3%	5	6



Appendix A.

Subject Matter Experts

Job Analysis Committee

NAME	RELEVANT CREDENTIALS	YEARS OF EXPERIENCE	EMPLOYER/ AFFILIATION	JOB TITLE	GEOGRAPHIC LOCATION
Cheryl Parrott	MHA, BSN, RNC-MNN	28	Ascension St. Vincent	Clinical Professional Development/Nurse Educator	IN
Cynthia Crowe	MSN, RNC-MNN, CNL	20	Odessa Regional Medical Center Texas Tech University Health Sciences Center	Staff Nurse Full-Time Instructor	TX
Elizabeth Baldwin	MSN, RNC-MNN, C-EFM	17	Inspira Health	Nurse Manager	NJ
Francella Aragon	BSN, RNC-MNN	17	Presbyterian Rust Medical Center	RN, Permanent Charge Nurse	NM
Julie Shaw	MBA, MSN, NEA-BC, RNC-MNN, RNC-OB, RNC-LRN, RNC-NIC, RNC-IAP, C-EFM, C-ONQS, CLC	26	Atrium Health Pineville Atrium Health Carolinas Medical Center Northeastern University Bouve College of Health	Nursing Director Maternal Child Services NC and Nurse Manager Labor and Delivery, Adjunct Clinical Instructor	NC
Kathryn Giddens – Attended	BSN, RNC-MNN	15	Sharp Mary Birch Hospital for Women & Newborns	Advanced Clinician, Maternal Infant Services	CA
Mary Beth Plotzke – Attended	MSN, RNC-MNN	5	The Valley Hospital	RN	NJ
Rachel Peterson – Attended	BSN, RNC-MNN, CLC	10	Lexington Regional Health Center	RN	NE

Interviewees

NAME	RELEVANT CREDENTIALS	YEARS OF EXPERIENCE	EMPLOYER/ AFFILIATION	JOB TITLE	GEOGRAPHI C LOCATION
Cheryl Parrott	MHA, BSN, RNC-MNN	28	Ascension St. Vincent	Clinical Professional Development/Nurse Educator	IN
Elizabeth Baldwin	MSN, RNC-MNN, C-EFM	17	Inspira Health	Nurse Manager	NJ
Francella Aragon	BSN, RNC-MNN	17	Presbyterian Rust Medical Center	RN, Permanent Charge Nurse	NM
Julie Shaw	MBA, MSN, NEA-BC, RNC-MNN, RNC-OB, RNC-LRN, RNC-NIC, RNC-IAP, C-EFM, C-ONQS, CLC	26	Atrium Health Pineville Atrium Health Carolinas Medical Center Northeastern University Bouve College of Health	Nursing Director Maternal Child Services NC and Nurse Manager Labor and Delivery, Adjunct Clinical Instructor	NC
Mary Beth Plotzke	MSN, RNC-MNN	5	The Valley Hospital	RN	NJ
Rachel Peterson	BSN, RNC-MNN, CLC	10	Lexington Regional Health Center	RN	NE

Appendix B.

Job Analysis Presentation



Job Analysis

PSI Certification Psychometrics

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Objectives



Develop a description of the profession

- Define the relevant tasks
- Define the relevant knowledge



Develop all other elements for a survey

- Develop background information questions
- Review rating scales



Establish linkages

- Identify meaningful connections between the task and knowledge lists



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Job Analysis Process

1. Prepare Draft Materials
2. Conduct Job Analysis Meeting
3. Conduct Pilot Survey
4. Conduct Live Survey
5. Perform Data Analysis
6. Create Exam Specifications
7. Develop Summary Report



You Are Here



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Introduction



Purpose of Credentialing Examinations

- To protect the public from harm caused by incompetent professional practice
- To assess professional competence in terms of the knowledge and skills required to successfully perform the tasks associated with the job role
- To establish and apply a consistent standard that reflects the competency level required of practitioners who meet the eligibility requirements
- To provide a valid and reliable means of identifying those who are competent to practice in the profession



What is a Job Analysis?

“ Procedure to identify the content of a job in terms of activities involved and attributes or requirements needed to perform the activities. ”

This is the primary source of content validity for a credentialing assessment

This is the process by which the Examination Specifications are created

A representative list of knowledge and tasks associated with the job is developed

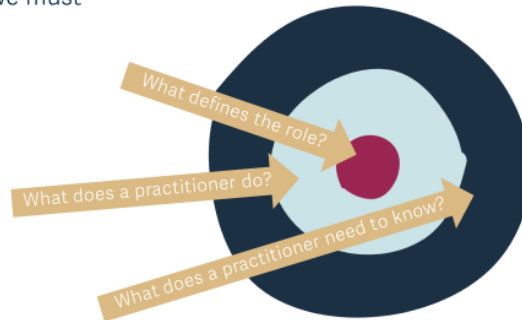


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Multiple Levels of Analysis

To create a comprehensive and accurate representation of the job role, we must identify:

- Target Population
- Tasks Performed
- Knowledge Required



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Terminology

Tasks

Specific work activities performed to fulfill job responsibilities

Knowledge

Information needed to fulfill job responsibilities

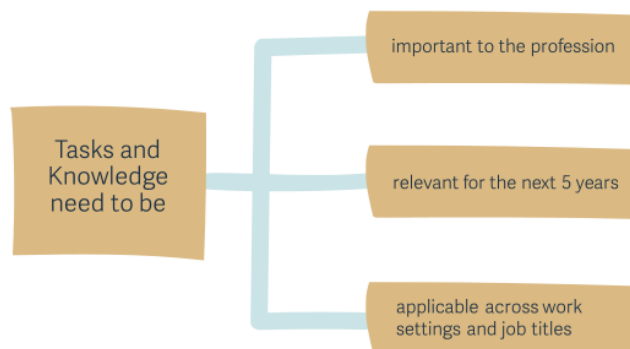
Content Domains (and subdomains)

Grouping of knowledge topics, required to create an outline format



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Requirements for Tasks and Knowledge



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Rating Scales

Importance

How important is this
[task / knowledge]
to the job role?

- 0 - Not Relevant
- 1 - Minimally Important
- 2 - Somewhat Important
- 3 - Moderately Important
- 4 - Very Important
- 5 - Critically Important

Frequency

How frequently is this
[task performed /
knowledge used]
in the job role?

- 0 - Not Relevant
- 1 - Rarely
- 2 - Seldom
- 3 - Occasionally
- 4 - Frequently
- 5 - Very Frequently



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Why Are You Here?

Subject Matter Experts (SMEs)

You are here to provide your content expertise and your professional experience

Facilitators

We are here to guide you through the process

Client Representatives

You are here to provide additional background information and the certifying body's perspective



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Questions?



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Linkage Process



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Linkage Analysis

Knowledge vs. Task

- The list of Knowledge areas is used to delineate what content will be directly assessed by the exam
- Tasks provide additional context for the application of those knowledge and skills

Purpose of Linkage Analysis

- To establish evidence that the Knowledge areas are applicable to the Tasks
- To determine any potential gaps in either inventory



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Linkage Matrix

- We will identify connections among tasks and knowledge

The Outcome Looks Something Like This

Each linkage represents that the knowledge is required in order to complete the task

	T1	T2	T3	T4	T5
1A1	X				
1A2		X			
1A3		X		X	
1B1			X		
1B2			X		X
1C1				X	
1C2				X	
2A1	X		X		
2A2		X			
2B1			X	X	
2B2		X			
2B3			X	X	X
2B4		X	X		



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Linkage Thought Process

Doesn't everything apply to everything?
- Not exactly

	Grilling	Baking
Knife Techniques	X	-

Consider this example:

- I need knowledge of Knife Techniques to Prepare Ingredients For Grilling
- I don't need knowledge of Knife Techniques to Mix Baking Ingredients



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Questions?



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Appendix C.

Survey Text



NCC Maternal Newborn Nursing (MNN) Job Analysis Survey

Welcome

The purpose of this survey is to identify tasks and knowledge reflective of the registered nurse who provides maternal newborn nursing (MNN) care. The results of this survey will be used to help develop the specifications for the MNN certification exam. Those who complete it will have a chance to win an Amazon gift card.

The survey will likely require 10 to 15 minutes to complete. You can complete each part of the survey in separate sittings at the same computer. Please be aware that you must completely finish a page before clicking on "Next" to save your responses up to that point. If you need to review your responses, you can use the "Prev" button to move back through the survey. There is no limit on the number of times you can use the link to go back to the survey before clicking on "Done" to submit your survey.

Your individual responses will be kept confidential and will be combined with those of other respondents. Only staff persons from PSI Services and NCC will have access to the data collected. Aggregated data from this survey will be published in a report that summarizes the process used to develop the specifications for the MNN certification exam. For more information about PSI's privacy and data protection policy, please click [here](#).

Please direct all inquiries to: info@nccnet.org

The deadline for completion of the survey is **end of day June 2, 2024**.

Do you agree to participate in the survey?

- Yes
- No



NCC Maternal Newborn Nursing (MNN) Job Analysis Survey

Currently Working

For the purposes of this survey, the role of a registered nurse who is specializing in caring for maternal and newborn patients is defined as follows:

A licensed registered nurse with specialized knowledge and skills who provides care to the childbearing family from birth to six weeks within hospital or outpatient settings.

Do you currently provide patient care as a Maternal Newborn Nurse?

- Yes
- No



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Demographics

Please answer the following demographic questions before proceeding to the next page to start the survey.

How many years of experience do you have working as a Maternal Newborn Nurse? (Select one)

- 1-5 years (If less than 1 year experience please select 1-5 years)
6-10 years
11-15 years
16-20 years
21 plus years

What percentage of your practice as an MNN is devoted to each of the following categories? (Enter whole numbers that total 100)

Postpartum (Maternal) [input]
Newborn [input]
Couplet (Mother Baby) [input]
Other [input]

What is the highest level hospital/unit designation in which you practice?

- Birth Center (Peripartum care of low-risk pregnant patients with uncomplicated singleton term pregnancies with a vertex presentation who expect an uncomplicated birth).
Level I (Basic Care) Uncomplicated pregnancies with ability to detect, stabilize and initiate management of unanticipated maternal-fetal or neonatal problems and transfer as needed.
Level II (Specialty Care) Level I facility plus care of appropriate high-risk antepartum, intrapartum or postpartum conditions both directly admitted or transferred in.
Level III (Subspecialty Care) Level II facility plus care of more complex maternal conditions, obstetric complications and fetal conditions. Advanced imaging.
Level IV (Regional Perinatal Health Care Centers) Level III facility plus on-site medical and surgical care of the most complex maternal conditions and critically ill pregnant patients and fetuses throughout antepartum, intrapartum and postpartum. Onsite ICU care, maternal referral and transport, outreach.
Do not know
Not applicable



Which of the following best describes your PRIMARY practice setting?

- Direct Inpatient Care
- Education
- Management/Leadership
- Outpatient Care (e.g., Ambulatory)
- Research/Quality Improvement
- Other (please specify)

Which of the following BEST describes your professional primary role?

- Administrator/Management
- Clinical Nurse Specialist
- Educator
- Nurse Practitioner
- Registered Nurse
- Researcher
- Other (please specify)

What is your highest level of education?

- Diploma/Certificate
- Associate
- Baccalaureate
- Masters
- Post Masters/Doctorate
- Doctorate - DNP
- Doctorate - PhD
- Other (please specify)

On average, how many hours per week do you provide patient care as a Maternal Newborn Nurse?



Knowledge

Please use the following rating scales to indicate how frequently you use each knowledge area and how important it is to your professional role providing maternal newborn nursing care.

Frequency: How frequently do you use this knowledge in your role?

- 0 - Never
- 1 - Very rarely
- 2 - Seldom
- 3 - Occasionally
- 4 - Frequently
- 5 - Very frequently

Importance: How important is this knowledge area to your role?

- 0 - Not applicable
- 1 - Minimally important
- 2 - Somewhat important
- 3 - Moderately important
- 4 - Very important
- 5 - Critically important

Pregnancy, Birth Risk Factors and Complications

	Frequency	Importance
Antenatal Factors	<input type="text"/>	<input type="text"/>
Intrapartum Factors	<input type="text"/>	<input type="text"/>

Maternal Postpartum Assessment, Management, and Education

	Frequency	Importance
Physiologic Changes and Physical Assessment (including Laboratory Values)	<input type="text"/>	<input type="text"/>
Nursing Care	<input type="text"/>	<input type="text"/>
Psychosocial and Ethical Issues	<input type="text"/>	<input type="text"/>
Lactation, Newborn Feeding and Nutrition	<input type="text"/>	<input type="text"/>

Newborn Assessment and Management

	Frequency	Importance
Transition to Extrauterine Life	<input type="text"/>	<input type="text"/>
Physical Assessment and Gestational Age Assessment (including Laboratory Values)	<input type="text"/>	<input type="text"/>
Newborn Care and Family Education	<input type="text"/>	<input type="text"/>
Resuscitation and Stabilizations	<input type="text"/>	<input type="text"/>

Maternal Postpartum Complications

	Frequency	Importance
Hematologic	<input type="text"/>	<input type="text"/>
Cardiopulmonary	<input type="text"/>	<input type="text"/>
Infection	<input type="text"/>	<input type="text"/>
Diabetes	<input type="text"/>	<input type="text"/>
Psychological Conditions and Substance Use Disorders	<input type="text"/>	<input type="text"/>

Newborn Complications

	Frequency	Importance
Cardiovascular and Respiratory	<input type="text"/>	<input type="text"/>
Neurological and Gastrointestinal	<input type="text"/>	<input type="text"/>
Hematologic	<input type="text"/>	<input type="text"/>
Infections disease	<input type="text"/>	<input type="text"/>
Genetic, Metabolic and Endocrine	<input type="text"/>	<input type="text"/>

What critical knowledge area, if any, do you think is missing from this list?



Tasks

Please use the following rating scales to indicate how frequently you use each task area and how important it is to your professional role providing maternal newborn nursing care.

Frequency: How frequently do you perform this task in your role?

- 0 - Never
- 1 - Very rarely
- 2 - Seldom
- 3 - Occasionally
- 4 - Frequently
- 5 - Very frequently

Importance: How important is this task to your role?

- 0 - Not applicable
- 1 - Minimally important
- 2 - Somewhat important
- 3 - Moderately important
- 4 - Very important
- 5 - Critically important



Task Ratings

	Frequency	Importance
Demonstrate knowledge of physiological, psychological, and sociocultural factors that affect the family with emphasis on the postpartal/neonatal period (birth to six weeks)	<input type="text"/>	<input type="text"/>
Recognize and respond to antenatal and intrapartum factors affecting the family in the postpartum/neonatal period	<input type="text"/>	<input type="text"/>
Assess the physiological, psychological, and sociocultural status of the family and neonate	<input type="text"/>	<input type="text"/>
Analyze data to identify nursing and educational needs of the family	<input type="text"/>	<input type="text"/>
Develop and implement an individualized plan for the family	<input type="text"/>	<input type="text"/>
Evaluate outcomes and modify the plan as necessary	<input type="text"/>	<input type="text"/>
Incorporate knowledge of current standards of practice, research and professional issues into nursing management of family	<input type="text"/>	<input type="text"/>
Manage postpartum and neonatal complications.	<input type="text"/>	<input type="text"/>

What critical task, if any, do you think is missing from this list?



Thank You!

Thank you for completing the 2024 NCC MNN job analysis survey!

If you need to review your answers, you can use the "Prev" button below to move back through the survey.

If you would like to join the Content or Item Writing Team, please provide your name and email?

Name

Email

Those who complete the survey can enter a drawing for a chance to win a \$100 Amazon gift card. Your name and email address are requested for this drawing and will be used for this purpose only.

Do you agree to provide your name and email address in order to enter the drawing?

- Yes
- No



Drawing Information

Enter the drawing for a \$100 Amazon gift card.

Your name

Your email

Please re-enter your email address





Comment Box

Thank you very much for your responses.

Please provide any additional comments in the text box below.

Please click on **Done** to complete the survey and submit your responses.

Please provide any additional comments here.

Appendix D.

Survey Invitation Email

DATE:	04/30/2024
FROM:	NCC
SUBJECT:	NCC Need Your Input on Maternal Newborn Nursing (MNN)!
BODY:	<p>This is your opportunity to be heard about the work YOU do in the field of Maternal Newborn Nursing!</p> <p>The National Certification Corporation (NCC), together with its certification testing vendor PSI Services, is conducting a job analysis study to identify tasks and knowledge reflective of the role registered nurses who specialize in caring for Maternal Newborn Nursing. Your input will shape the exam specifications for the Maternal Newborn Nursing (RNC-MNN) certification program. It will only take 10-15 minutes to complete and completed entries will be entered in a gift card drawing.</p> <p>Please complete the survey by Sunday, June 2, 2024.</p> <p>Link: https://www.research.net/r/D9NCFQT</p> <p>Questions about the survey or the certification can be directed to: info@nccnet.org</p>

Appendix E.

Exam Content Outline

10.00	1	Pregnancy, Birth Risk Factors and Complications	10	7%
	1A	Antenatal Factors	5	
	1B	Intrapartum Factors	5	
11.00	2	Maternal Postpartum Assessment, Management, and Education	40	26%
	2A	Physiologic Changes and Physical Assessment (including Laboratory Values)	9	
	2B	Nursing Care	9	
	2C	Psychosocial and Ethical Issues	8	
	2D	Lactation, Newborn Feeding and Nutrition	14	
12.00	3	Newborn Assessment and Management	30	20%
	3A	Transition to Extrauterine Life	9	
	3B	Physical Assessment and Gestational Age Assessment (including Laboratory Values)	7	
	3C	Newborn Care and Family Education	7	
	3D	Resuscitation and Stabilizations	7	
14.00	4	Maternal Postpartum Complications	37	25%
	4A	Hematologic	8	
	4B	Cardiopulmonary	7	
	4C	Infection	7	
	4D	Diabetes	8	
	4E	Psychological Conditions and Substance Use Disorders	7	
15.00	5	Newborn Complications	33	22%
	5A	Cardiovascular and Respiratory	8	
	5B	Neurological and Gastrointestinal	6	
	5C	Hematologic	7	
	5D	Infections disease	6	
	5E	Genetic, Metabolic and Endocrine	6	

Secondary Classifications - Tasks

1. Demonstrate knowledge of physiological, psychological, and sociocultural factors that affect the family with emphasis on the postpartal/neonatal period (birth to six weeks).
2. Recognize and respond to antenatal and intrapartum factors affecting the family in the postpartum/neonatal period.
3. Assess the physiological, psychological, and sociocultural status of the family and neonate.
4. Analyze data to identify nursing and educational needs of the family.
5. Develop and implement an individualized plan for the family.
6. Evaluate outcomes and modify the plan as necessary.
7. Incorporate knowledge of current standards of practice, research and professional issues into nursing management of family.
8. Manage postpartum and neonatal complications.



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