

WGU Managing-Human-Capital Prüfungsübungen & Managing-Human-Capital Prüfungsinformationen



WGU C202 MANAGING HUMAN CAPITAL

OBJECTIVE ASSESSMENT EXAM

QUESTIONS AND VERIFIED ANSWERS / A+ GRADE

1. Which situation is an example of a managerial ethical dilemma

ANS: Being asked to directly supervise a family member

2. A human resource manual specifies that employees cannot be terminated or punished for refusing to follow an illegal request made by a supervisor.

Which standard is being applied to resolve this ethical dilemma

ANS: Rights Standard

3. What is the goal of affirmative action

ANS: By seeking to remedy past practices that innately caused an adverse effect on applicants

4. A female employer is accused of having an employment practice that negatively

Manchmal muss man mit große Menge von Prüfungsaufgaben üben, um eine wichtige Prüfung zu bestehen. Die WGU Managing-Human-Capital von uns hat diese Forderung gut erfüllt. Und mit den fachlichen Erklärungen können Sie besser die Antworten verstehen. Die Demo der WGU Managing-Human-Capital von unterschiedlichen Versionen werden von uns gratis angeboten. Probieren Sie mal und wählen Sie die geeignete Version für Sie! Mit unserer gemeinsamen Arbeit werden Sie bestimmt die WGU Managing-Human-Capital Prüfung erfolgreich bestehen!

WGU Managing-Human-Capital Prüfungsplan:

Thema	Einzelheiten
Thema 1	Performance Management Best Practices: This section of the exam measures skills of Human Resource Managers and covers best practices to manage performance for added value. Learners examine systems and processes for measuring, evaluating, and improving employee performance. The content addresses how managers can establish clear performance expectations, provide effective feedback, conduct performance reviews, and implement improvement plans that drive individual and organizational results.

Thema 2	• Employee Motivation and Development: This section of the exam measures skills of Organizational Development Specialists and covers strategies to motivate and develop employees for optimal performance. Learners study approaches for understanding employee motivation factors and creating development opportunities. The material focuses on techniques managers use to enhance employee skills, encourage professional growth, and build a motivated workforce that contributes to organizational success.
Thema 3	• Maximizing Employee Contribution: This section of the exam measures skills of Business Managers and covers strategies to maximize employee contribution to organizational excellence. Learners investigate methods for leveraging employee strengths and capabilities to achieve business objectives. The material focuses on how managers can create environments where employees are empowered to contribute their best work and how individual contributions integrate to create overall organizational excellence.
Thema 4	• Managing Human Capital: Managing Human Capital focuses on strategies and tools that managers use to maximize employee contribution and create organizational excellence. You will learn talent management strategies to motivate and develop employees as well as best practices to manage performance for added value.
Thema 5	• Talent Management Strategies: This section of the exam measures skills of Human Resource Managers and covers talent management strategies to motivate and develop employees. Learners explore methods for attracting, developing, and retaining talent within organizations. The content addresses how managers can implement effective talent management programs that align employee capabilities with organizational goals and foster employee engagement and productivity.

>> WGU Managing-Human-Capital Prüfungsübungen <<

Managing-Human-Capital Schulungsangebot, Managing-Human-Capital Testing Engine, WGU Managing Human Capital C202 Trainingsunterlagen

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WGU Managing Human Capital C202 Managing-Human-Capital Prüfungsfragen mit Lösungen (Q46-Q51):

46. Frage

What are employees experiencing if they are motivated by finding fulfillment in their work?

- A. External motivation
- B. Extrinsic motivation
- **C. Intrinsic motivation**
- D. Incentive motivation

Antwort: C

Begründung:

When employees are motivated by finding fulfillment in their work, they are experiencing intrinsic motivation.

Intrinsic motivation comes from within the individual and is driven by personal satisfaction, the enjoyment of the task itself, and a sense of accomplishment. Unlike extrinsic motivation, which relies on external rewards such as money or recognition, intrinsic motivation is rooted in the inherent interest or pleasure in the activity.

References

* Managing Human Capital Textbook

* "Drive: The Surprising Truth About What Motivates Us" by Daniel H. Pink

* SHRM (Society for Human Resource Management) guidelines on employee motivation

47. Frage

Which type of work culture utilizes hiring, retaining, developing, and motivating employees while making work assignments that are connected to data or outcomes?

- A. Risk culture
- **B. Performance culture**
- C. Compliance culture
- D. Innovative culture

Antwort: B

Begründung:

A performance culture is one that focuses on achieving specific results and aligning employee activities with the organization's strategic goals. In this type of culture, hiring, retaining, developing, and motivating employees are driven by data and outcomes. Performance metrics are used to make work assignments and evaluate employee contributions to ensure that the organizational objectives are met effectively and efficiently.

References:

- * "High Performance Work Systems" by David A. Buchanan and Andrzej A. Huczynski, "Organizational Behavior"
- * Society for Human Resource Management (SHRM) articles on performance culture

48. Frage

A manager and an employee go on a lunch break together. The manager tells the employee about another coworker that received discipline. The manager discloses to the employee that the coworker was reprimanded for poor performance.

Which part of this scenario involves an ethical dilemma?

- A. The manager having an unofficial one-on-one conversation with the employee
- B. The employee going on a lunch break with the manager
- **C. The manager disclosing the discipline of the coworker to the employee**
- D. The employee listening to what the manager shared

Antwort: C

49. Frage

Why do employees who exhibit continuance commitment choose to remain employed with an organization?

- A. Close relationships with managers and peers
- **B. Perceived economic or social costs of leaving**
- C. Strong identification with the organization's values and goals
- D. A feeling of moral or ethical obligation to the organization

Antwort: B

Begründung:

Organizational commitment is commonly categorized into affective, continuance, and normative commitment. According to Human Resource Management, 16th Edition by Gary Dessler, continuance commitment refers to an employee's attachment to an organization based on the perceived costs associated with leaving, rather than emotional attachment or moral obligation.

Employees with continuance commitment remain because they believe leaving would result in significant economic or social losses, such as loss of salary, benefits, retirement plans, seniority, or difficulty finding comparable employment. Dessler explains that this type of commitment is calculated and cost-based; employees stay not because they want to or feel they ought to, but because they feel they have to.

Close relationships and strong identification with organizational values reflect affective commitment, while moral or ethical obligation reflects normative commitment. Since the question specifically refers to continuance commitment, the correct explanation is the perceived economic or social costs of leaving.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Engagement and Organizational Commitment

50. Frage

What is a driver for employee retention?

- A. Performance metrics
- B. External sourcing
- C. Competency databases
- **D. Succession management**

Antwort: D

Begründung:

Employee retention is strongly influenced by opportunities for growth, advancement, and long-term career development. According to Human Resource Management, 16th Edition by Gary Dessler, succession management is a key driver of employee retention because it signals to employees that the organization is invested in their future.

Succession management involves identifying, developing, and preparing employees for future leadership or critical roles. Dessler explains that when employees see clear career paths and development opportunities within the organization, they are more likely to remain committed and less likely to seek opportunities elsewhere.

Performance metrics and competency databases are tools used to measure and manage performance and skills, but they do not directly motivate employees to stay. External sourcing focuses on hiring from outside the organization and does not contribute to retaining existing employees. Therefore, the strongest driver of employee retention among the options is succession management.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Career Development, Succession Planning, and Retention

51. Frage

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