

WGU Managing-Human-Capital科目対策 & Managing-Human-Capitalテストサンプル問題



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WGU Managing-Human-Capital 認定試験の出題範囲：

トピック	出題範囲
トピック 1	<ul style="list-style-type: none"> • 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.
トピック 2	<ul style="list-style-type: none"> • 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.
トピック 3	<ul style="list-style-type: none"> • 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.
トピック 4	<ul style="list-style-type: none"> • 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.

- **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.

>> WGU Managing-Human-Capital科目対策 <<

信頼的なManaging-Human-Capital科目対策 & 合格スムーズManaging-Human-Capitalテストサンプル問題 | ユニークなManaging-Human-Capital試験合格攻略

Managing-Human-Capital試験問題には他にも多くの利点があります。Managing-Human-Capital学習ガイドを完全に理解するため。まず、Managing-Human-Capital試験トレントの機能と機能の紹介をご覧ください。WGU製品のページではデモを提供しており、購入前にタイトルの一部を理解し、ソフトウェアを開いた後のソフトウェアの形式を確認できます。クライアントは、Webサイトの製品のページにアクセスできます。したがって、クライアントはManaging-Human-Capitalクイズトレントをよく理解し、Managing-Human-Capital試験問題を購入するかどうかを希望に応じて決定できます。

WGU Managing Human Capital C202 認定 Managing-Human-Capital 試験問題 (Q71-Q76):

質問 # 71

A manager meets with an employee to praise the employee for achieving monthly sales goals. Which performance management technique did this manager implement?

- **A. Positive feedback**
- B. Formal coaching
- C. Progressive coaching
- D. Constructive feedback

正解: A

解説:

The manager implemented the technique of positive feedback by praising the employee for achieving monthly sales goals. Positive feedback involves recognizing and affirming good performance, which helps to reinforce desirable behaviors and motivate employees. It is a critical component of effective performance management because it not only acknowledges the employee's efforts and achievements but also encourages them to maintain or improve their performance.

References

- * Managing Human Capital Textbook
- * "The Power of Feedback: Giving, Seeking, and Using Feedback for Performance Improvement" by Manuel London
- * SHRM (Society for Human Resource Management) guidelines on performance feedback

質問 # 72

Which term refers to guidelines that show how to perform a task in an organization?

- A. Rules
- **B. Procedures**
- C. Codes
- D. Policies

正解: B

解説:

Procedures are specific, step-by-step instructions that guide employees on how to perform tasks and activities within an organization. They ensure consistency, efficiency, and safety by providing detailed guidance on the correct way to complete work processes. Procedures help standardize operations, minimize errors, and ensure compliance with organizational policies and external

regulations. They are crucial for training new employees, maintaining quality control, and facilitating continuous improvement.

References:

Dessler, G. (2020). Human Resource Management. Pearson.

Armstrong, M., & Taylor, S. (2020). Armstrong's Handbook of Human Resource Management Practice.

Kogan Page.

質問 # 73

What can encourage desired behaviors from employees when implementing organizational action plans by providing key details on how well the employees are fulfilling their job duties?

- A. Job analyses
- B. Job statements
- C. Performance metrics
- D. Internal financial sheets

正解: C

解説:

Performance metrics are quantitative measures used to assess how well employees are fulfilling their job duties. They provide specific details on various aspects of job performance, such as productivity, quality, efficiency, and adherence to deadlines. By tracking these metrics, managers can identify areas where employees excel and where they may need additional support or training. Performance metrics help in setting clear expectations, providing feedback, and aligning employee performance with organizational goals. They are essential for implementing organizational action plans as they ensure that employees' behaviors and outcomes are aligned with the desired objectives.

References:
* Kaplan, R. S., & Norton, D. P. (1996). "The Balanced Scorecard: Translating Strategy into Action." Harvard Business Review Press.

* Armstrong, M. (2021). "Armstrong's Handbook of Performance Management: An Evidence-Based Guide to Delivering High Performance." Kogan Page.

質問 # 74

What is a benefit of internal recruiting?

- A. Increased staff diversity in management roles
- B. Enhanced engagement by promoting from within
- C. Reduced employee anxiety from improved workloads
- D. Increased new insights and ability to lead change efforts

正解: B

解説:

Internal recruiting involves filling job vacancies with current employees from within the organization. One significant benefit of this approach is that it enhances employee engagement and morale. When employees see that the organization values their growth and offers opportunities for advancement, they are more likely to be motivated, committed, and loyal. This practice also reduces the time and cost associated with onboarding and training new hires, as internal candidates are already familiar with the company's culture and processes.

References:

* Dessler, G. (2020). Human Resource Management. Pearson.

* Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2019). Human Resource Management: Gaining a Competitive Advantage. McGraw-Hill Education.

質問 # 75

Which legislation was established for federal contractors to take proactive steps in affirmative action within their workforces?

- A. Executive Order 11246
- B. Fair Labor Standards Act
- C. Worker Adjustment and Retraining Notification Act
- D. Civil Rights Act

正解: A

解説:

- * Executive Order 11246: Signed by President Lyndon B. Johnson in 1965, this order requires federal contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment.
- * Affirmative Action Plans: Contractors must develop and implement affirmative action plans to promote diversity and eliminate discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin.
- * Enforcement: The Office of Federal Contract Compliance Programs (OFCCP) enforces these requirements and conducts compliance evaluations to ensure adherence.
- * Impact on Federal Contractors: This legislation has significantly impacted hiring practices and policies within organizations that do business with the federal government, promoting a more diverse and equitable workforce.

References:

- * Executive Order 11246, Office of Federal Contract Compliance Programs (OFCCP)
- * U.S. Department of Labor, Affirmative Action Overview

質問 #76

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