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Fortinet NSE4_FGT-7.2 Exam Syllabus Topics:

Topic	Details
Topic 1	• Configure different operation modes for an FGCP HA cluster • Perform initial configuration
Topic 2	• Configure application control to monitor and control network applications • Configure IPS to protect network from threats and vulnerabilities
Topic 3	• Configure VDOMs to split a FortiGate into multiple virtual devices • Inspect encrypted traffic using certificates
Topic 4	• Configure log settings and diagnose problems using the logs • Identify FortiGate inspection modes and configure web filtering

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WGU Managing-Human-Capital Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 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.
Topic 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.
Topic 4	• 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.
Topic 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 C202 Sample Questions (Q33-Q38):

NEW QUESTION # 33
What is the definition of staffing?

- A. The process of acquiring employees from wherever possible with the goal of remaining unbiased
- B. The process of hiring and terminating employees to enable an employer to meet its budgetary needs
- C. The process of workforce planning that supports the exchange of talent every few months in order to keep the organization fresh
- D. The process of planning, acquiring, deploying, and retaining employees to enable an employer to meet its talent needs

Answer: D

Explanation:
* Definition of Staffing: Staffing encompasses a series of activities aimed at ensuring the organization has the right people in the right jobs at the right time.
* Components:
* Planning: Assessing current and future staffing needs based on organizational goals.

* Acquiring: Recruiting and selecting candidates who fit the organizational culture and job requirements.
* Deploying: Placing employees in roles where they can be most effective.
* Retaining: Implementing strategies to keep talented employees engaged and committed to the organization.
* Importance: Effective staffing ensures that the organization has the human capital necessary to achieve its objectives and maintain a competitive edge.
References:
* Human Resource Management theories and practices
* Strategic Staffing models and frameworks

NEW QUESTION # 34
What is organizational design?

- A. Allocating, coordinating, and supervising tasks to achieve organizational aims
- B. Making decisions about how to plan and organize work and exercise authority
- C. Selecting and managing aspects of organizational structure in order to facilitate organizational goal achievement
- D. Using a graphic representation of the structure of an organization to see the relationships between the organization's positions

Answer: C

Explanation:
Organizational design involves configuring the structure of an organization to effectively achieve its goals.
This includes determining the best ways to allocate resources, coordinate activities, and supervise tasks. The aim is to create an optimal organizational framework that enhances communication, improves efficiency, and supports the achievement of strategic objectives. It includes decisions about hierarchy, departmentalization, span of control, and formalization.
"Organization Design: A Guide to Building Effective Organizations" by Naomi Stanford Harvard Business Review articles on organizational design

NEW QUESTION # 35
A hiring manager researched a job applicant s social media history and discovered a post from the applicant about a family member being diagnosed with Parkinson disease. The hiring manager decided not to hire the applicant based on this discovery.
Which law did the hiring manager violate?

- A. Americans with Disabilities Act of 1990
- B. Fair Labor Standards Act of 1938
- C. Family and Medical Leave Act of 1993
- D. Genetic Information Nondiscrimination Act of 2008

Answer: D

Explanation:
The Genetic Information Nondiscrimination Act (GINA) of 2008 also covers situations where genetic information is inadvertently obtained, such as through social media. It prohibits employers from using genetic information in making employment decisions, including hiring, firing, job assignments, and promotions. The hiring manager's decision not to hire the applicant based on a social media post about a family member's diagnosis with Parkinson's disease constitutes a violation of GINA.
Genetic Information Nondiscrimination Act of 2008, U.S. Equal Employment Opportunity Commission (EEOC) website

NEW QUESTION # 36
Which act establishes a national minimum wage, overtime rules, recordkeeping requirements, and youth employment standards?

- A. Equal Pay Act of 1963
- B. Rehabilitation Act of 1973
- C. National Labor Relations Act of 1935
- D. Fair Labor Standards Act of 1938

Answer: D

Explanation:

The Fair Labor Standards Act (FLSA) of 1938 establishes several key labor standards, including a national minimum wage, overtime pay eligibility, recordkeeping, and child labor regulations. The FLSA is administered by the Wage and Hour Division of the U.S. Department of Labor and ensures that workers receive fair compensation and that minors are protected in the workplace.
Fair Labor Standards Act of 1938, U.S. Department of Labor (DOL) website

NEW QUESTION # 37
Which type of benefit is typically more secure for unionized workers than for nonunionized workers?

- A. 401 (k) plans
- B. Guaranteed pensions
- C. Merit pay
- D. Individual bonuses

Answer: B

Explanation:
Unionized workers typically enjoy more secure benefits compared to nonunionized workers, with guaranteed pensions being one of the most secure. Unions negotiate defined benefit pension plans that promise a specified monthly benefit at retirement, which is often based on factors such as salary history and years of service.
These plans provide financial security for employees upon retirement and are less common in nonunionized workplaces, where defined contribution plans like 401(k)s are more prevalent.References:
* Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2019). Human Resource Management:
Gaining a Competitive Advantage. McGraw-Hill Education.
* Freeman, R. B., & Medoff, J. L. (1984). What Do Unions Do?. Basic Books.

NEW QUESTION # 38
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