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WGU Managing Human Capital C202 Sample Questions (Q48-Q53):

NEW QUESTION # 48

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

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

Answer: B

Explanation:

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

NEW QUESTION # 49

Which tools are used for the employee-relations functions of human resource management (HRM)?

- A. Training and development programs
- **B. Labor participation programs and employee surveys**
- C. Performance goals and principles
- D. Benefits and rewards

Answer: B

Explanation:

* Labor Participation Programs: These programs encourage employee involvement in organizational decision-making, promoting better labor relations and a more engaged workforce.

* Employee Surveys: These are tools used to gather feedback from employees about their job satisfaction, work environment, and overall experience within the company. The data collected helps HR identify areas of improvement and address any concerns.

* Purpose in HRM: Both tools are crucial for understanding employee perspectives, improving communication, and fostering a positive work environment, which are central to effective employee relations.

* Benefits: Improved employee relations can lead to higher job satisfaction, reduced turnover, and enhanced organizational performance.

References:

Society for Human Resource Management (SHRM) resources on employee relations Human Resource Management textbooks and best practices

NEW QUESTION # 50

Which factor do unions prefer when negotiating with employers over criteria for job opportunities, such as promotions and job security?

- **A. Seniority**
- B. Education
- C. Experience
- D. Age

Answer: A

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 # 51

Which activity is benefited by maintaining skills inventories for current employees?

- A. Workforce redeployment efforts
- B. Voluntary termination practices
- C. External sourcing methods
- D. Legal hiring procedures

Answer: A

Explanation:

A skills inventory is a database or record of employees' current skills, abilities, experiences, education, and qualifications. According to Human Resource Management, 16th Edition by Gary Dessler, maintaining accurate skills inventories is especially valuable for workforce redeployment efforts.

Dessler explains that organizations use skills inventories to match employees with internal job openings, project assignments, or new roles when business needs change. During restructuring, downsizing, or strategic shifts, skills inventories allow management to identify employees who can be reassigned or retrained rather than laid off. This supports internal mobility, reduces turnover costs, and preserves organizational knowledge.

Skills inventories are not primarily used for voluntary termination practices or legal hiring procedures. While they may indirectly support staffing decisions, they are far more critical for internal workforce planning than for external sourcing. External sourcing focuses on recruiting talent from outside the organization, whereas skills inventories emphasize maximizing the use of existing human capital.

Therefore, the activity most directly benefited by maintaining skills inventories is workforce redeployment efforts.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Workforce Planning, Succession Planning, and Talent Management

NEW QUESTION # 52

A recruiter requests that an applicant complete a document that requests information about the applicant's medical conditions and the medical conditions of their family members.

Which law did this recruiter violate?

- A. Family and Medical Leave Act of 1993
- B. Americans with Disabilities Act of 1990
- C. Civil Rights Act of 1991
- D. Genetic Information Nondiscrimination Act of 2008

Answer: D

Explanation:

The Genetic Information Nondiscrimination Act (GINA) of 2008 prohibits employers from requesting, requiring, or purchasing genetic information about an applicant or an employee, which includes family medical history. The act aims to prevent discrimination based on genetic information in both health insurance and employment. The recruiter's request for information about the applicant's medical conditions and those of their family members directly violates GINA.

References:

* Genetic Information Nondiscrimination Act of 2008, U.S. Equal Employment Opportunity Commission (EEOC) website

NEW QUESTION # 53

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