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WGU C202 Managing Human Capital Exam Updated Questions with Verified Answers, 100% Guarantee Pass

>> Direct financial compensation

-correct answer-

compensation received in the form of salary, wages, commissions, stock options or bonuses

>>indirect financial compensation

-correct answer-

all the tangible and financially valued rewards that are not included in direct compensation including free meals, vacation time and health insurance

>>nonfinancial compensation

-correct answer-

rewards and incentives given to employees that aren't financial in nature

>>base pay

-correct answer-

reflects the size and scope of an employee's responsibilities

>>severance pay

-correct answer-

give to employees upon termination of their employment

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WGU Managing-Human-Capital Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<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.
Topic 3	<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.
Topic 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.
Topic 5	<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.

WGU Managing Human Capital C202 Sample Questions (Q52-Q57):

NEW QUESTION # 52

How can an employee handbook assist employees?

- A. It creates laws that must be followed.
- B. It contains employees' individual performance goals.
- C. It communicates policies against discrimination.
- D. It prevents the employer from being sued.

Answer: C

Explanation:

An employee handbook can assist employees by communicating the company's policies against discrimination. It serves as a reference document that outlines the company's expectations, policies, and procedures, including those related to anti-discrimination, thus helping employees understand their rights and obligations.

References:

* Managing Human Capital Textbook

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

NEW QUESTION # 53

Which scenario illustrates how a human resources (HR) department serves as an internal consultant for managers?

- A. An HR department selects applicants who will receive job offers without seeking a manager's approval.
- **B. A manager wants to address repeated employee tardiness and gets advice from the HR department about protocol before addressing the situation.**
- C. A manager informs the HR department that an employee has been late numerous times, and the HR department tells the manager to refer to the organization's policy.
- D. An HR department conducts background checks on newly hired employees before they report for their first day with their manager.

Answer: B

Explanation:

In this scenario, the HR department acts as an internal consultant by providing expert advice and guidance to the manager on handling a specific employee issue-repeated tardiness. The HR department helps the manager understand the appropriate protocol, ensuring that the manager's actions are consistent with company policies and legal requirements. This consultative role supports managers in making informed decisions and effectively addressing workplace challenges.

References:

* "Human Resource Management" by Gary Dessler

* Society for Human Resource Management (SHRM) resources on HR as an internal consultant

NEW QUESTION # 54

Which type of benefit is typically more secure for unionized workers than for nonunionized workers?

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

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 # 55

What must an organization that incorporates an ethics and compliance program that follows the Federal Sentencing Guidelines for Organizations enable all employees to do?

- A. Discipline employees for unethical conduct
- B. Publicly accuse coworkers of ethics violations
- C. Give ethical advice to coworkers
- **D. Anonymously report unethical conduct**

Answer: D

Explanation:

* Federal Sentencing Guidelines for Organizations: These guidelines encourage organizations to implement effective ethics and compliance programs to prevent and detect violations of law.

* Anonymous Reporting: A critical component of these programs is providing a mechanism for employees to report unethical conduct without fear of retaliation. Anonymity ensures that employees feel safe to report misconduct.

* Encouraging Ethical Behavior: By enabling anonymous reporting, organizations foster an environment where ethical behavior is promoted, and issues can be addressed promptly.

* Protection for Whistleblowers: This measure protects whistleblowers from potential backlash and ensures that the organization can identify and mitigate unethical practices effectively.

References:

Federal Sentencing Guidelines for Organizations, U.S. Sentencing Commission Ethics and Compliance Programs: A Resource Guide by the U.S. Department of Justice and the SEC

NEW QUESTION # 56

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

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

Answer: D

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.

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Gaining a Competitive Advantage. McGraw-Hill Education.

* Freeman, R. B., & Medoff, J. L. (1984). What Do Unions Do?. Basic Books.

NEW QUESTION # 57

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