

WGU Managing-Human-Capital Prüfungs-Guide, Managing-Human-Capital Lerntipps

WGU C202 Managing Human Capital Study Guide

1. **What does Policies do**>> They are "what we do"

2. **What are mandatory benefits**>> By law they are offered from the employer. ex. Worker's Compensation, COBRA, Social Security

3. **Vietnam Era Veterans Readjustment Assistance Act of 1978:** Prohibits discrimination against veterans that are returning back from deployment, including Vietnam era, disabled, and active duty.

4. **What are Procedures**>> They are "how we do it"

5. **Explain why employee handbooks protect both the employer and employee**>> Documents all the Human Resource Management (HRM) policies and procedures.

Employees can become familiar with their rights and what the policies and procedures are.

6. **What are some uses and outcomes to Job Analysis**>> Job Description,

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Übrigens, Sie können die vollständige Version der ExamFragen Managing-Human-Capital Prüfungsfragen aus dem Cloud-Speicher herunterladen: <https://drive.google.com/open?id=1wQcAwVu0RAf67XwrSKEHCqBvSjWWHvk>

Das Expertenteam von ExamFragen hat neulich das effiziente kurzfristige Schulungsprogramm zur WGU Managing-Human-Capital Zertifizierungsprüfung entwickelt. Die Kandidaten sollen an dem 20-stündigen Kurs teilnehmen, dann können sie neue Kenntnisse beherrschen und ihre ursprüngliches Wissen konsolidieren und auch die WGU Managing-Human-Capital Zertifizierungsprüfung leichter als diejenigen, die viel Zeit und Energie auf die Prüfung verwendet, bestehen.

WGU Managing-Human-Capital Prüfungsplan:

Thema	Einzelheiten
Thema 1	<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.

Thema 2	<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.
Thema 3	<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.
Thema 4	<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.
Thema 5	<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.

>> **WGU Managing-Human-Capital Prüfungs-Guide** <<

Managing-Human-Capital Lerntipps - Managing-Human-Capital Exam

Durch die WGU Managing-Human-Capital Zertifizierungsprüfung werden Ihre Berufsaussichten sicher verbessert werden. Denn die WGU Managing-Human-Capital Zertifizierungsprüfung ist eine sehr beliebte IT-Prüfung. Wenn Sie die Prüfung bestehen, heißt das eben, dass Sie gute Fachkenntnisse und Fähigkeiten besitzen und geeignet für die Arbeit sind.

WGU Managing Human Capital C202 Managing-Human-Capital Prüfungsfragen mit Lösungen (Q72-Q77):

72. Frage

How can job design benefit an organization?

- **A. By creating positions that enable the organization to achieve its goals while motivating employees by assigning them work based on their needs and talents**
- B. By creating positions that motivate managers to segment work into very simple elements, removing opportunities for creativity and increasing efficiency
- C. By creating positions that can push an employee to the highest level of output for the benefit of the organization
- D. By creating positions that require consistent performance from employees, which increases the organization's output

Antwort: A

Begründung:

Job design is the process of organizing tasks, duties, and responsibilities into a productive unit of work. By creating positions that align with employees' needs and talents, job design can significantly benefit an organization. This approach not only helps in achieving organizational goals by ensuring that work is done efficiently and effectively but also motivates employees by recognizing their individual strengths and preferences. Motivated employees tend to be more engaged, productive, and satisfied with their jobs, which in turn leads to higher retention rates and better overall organizational performance. Effective job design considers various factors such as job enrichment, job enlargement, job rotation, and the use of teams to create a fulfilling work environment.

References

* Hackman, J. R., & Oldham, G. R. (1976). "Motivation through the Design of Work: Test of a Theory." *Organizational Behavior and Human Performance*.

* Armstrong, M. (2021). "Armstrong's Handbook of Human Resource Management Practice." Kogan Page.

73. Frage

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

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

Antwort: D

Begründung:

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.

References:

* Fair Labor Standards Act of 1938, U.S. Department of Labor (DOL) website

74. Frage

What is a primary focus of global leadership training?

- **A. Cross-cultural collaboration**
- B. A job's technical skills
- C. Safe work behaviors
- D. Union requirements

Antwort: A

Begründung:

A primary focus of global leadership training is cross-cultural collaboration. In a globalized business environment, leaders must be adept at working with diverse teams across different cultures. Training programs in this area aim to develop skills such as cultural awareness, communication, and adaptability. These skills enable leaders to effectively manage and collaborate with employees from various cultural backgrounds, fostering an inclusive and cohesive work environment that can enhance global business operations and performance.

References:

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

* Black, J. S., Morrison, A. J., & Gregersen, H. B. (1999). Global Explorers: The Next Generation of Leaders. Routledge.

75. Frage

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

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

Antwort: A

Begründung:

Motivation can originate from internal or external sources. According to Human Resource Management, 16th Edition by Gary Dessler, intrinsic motivation occurs when employees are driven by internal satisfaction, enjoyment, or fulfillment derived from the work itself rather than external rewards.

Employees who find their work meaningful, challenging, or personally rewarding are intrinsically motivated.

Dessler emphasizes that intrinsic motivation is associated with higher levels of engagement, creativity, and long-term commitment because the motivation comes from within the individual rather than from pay, bonuses, or promotions.

External, extrinsic, or incentive motivation refers to behavior driven by external rewards or avoidance of punishment. Since the question specifies fulfillment from the work itself, the correct classification is intrinsic motivation.

Source:

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

76. Frage

What describes a bona fide occupational qualification under Title VII of the Civil Rights Act of 1964?

- A. An exemption from performing essential job functions for people with specific traits
- B. A provision that makes retaliation against whistleblowers illegal
- C. A quota for workforce diversity in government agencies and large organizations
- **D. A characteristic that is essential to the successful performance of a relevant job function**

Antwort: D

Begründung:

A bona fide occupational qualification (BFOQ) under Title VII of the Civil Rights Act of 1964 allows employers to hire employees based on characteristics typically prohibited under the act, such as religion, sex, or national origin, if these characteristics are reasonably necessary to the normal operation of a particular business. This means the characteristic must be essential to the performance of the job. For example, hiring a female actor for a female role is considered a BFOQ.

Title VII of the Civil Rights Act of 1964, U.S. Equal Employment Opportunity Commission (EEOC) website

77. Frage

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Die WGU Managing-Human-Capital Zertifizierungsprüfung ist zur Zeit sehr beliebt bei den IT-Fachleuten. Durch die WGU Managing-Human-Capital Zertifizierungsprüfung werden Ihre Lebens- und Arbeitsverhältnisse verbessert. Daneben wird Ihre Position in der IT-Branche gefestigt.

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