

# HOT Managing-Human-Capital Reliable Exam Papers - High Pass-Rate WGU Managing-Human-Capital Reliable Dumps Pdf: WGU Managing Human Capital C202

## WGU C202 Managing Human Capital Latest Rated A+

Human Resource Strategy ✓✓ Links the entire human resource function with the firm's business strategy.

Business Strategy ✓✓ Defines how the firm will compete in its marketplace.

Total Rewards ✓✓ The sum of all rewards employees receives in exchange for their time, efforts, and performance.

The combined intrinsic and extrinsic rewards of a job.

Employee Handbooks ✓✓ Print or online materials that document the organization's HRM policies and procedures.

HRM: Human Resource Management ✓✓ The organizational function responsible for attracting, hiring, developing, rewarding, and retaining talent.

Outsourcing ✓✓ Hiring an external vendor to do work for the company rather than doing it internally.

Nonfinancial Compensation ✓✓ Rewards and incentives given to employees that are not financial in nature including intrinsic rewards received from the job itself or from the work environment.

Intrinsic Reward ✓✓ Non-monetary rewards derived from the work itself.

Competitive Advantage ✓✓ Doing something differently from the competitor thus leading to outperformance and success.

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## WGU Managing-Human-Capital Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Employee Motivation and Development:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Talent Management Strategies:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Managing Human Capital:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Performance Management Best Practices:</b> 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.</li> </ul>

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

#### **NEW QUESTION # 52**

Which characteristic of an employee demonstrates a strong person-organization fit?

- **A. Shows deep commitment to the organization**
- B. Completes all projects accurately and on time
- C. Is responsible for training coworkers
- D. Is highly qualified to perform the job

**Answer: A**

**Explanation:**

Person-organization fit refers to the compatibility between an employee and the organization in terms of values, beliefs, and culture. An employee who demonstrates a strong person-organization fit shows deep commitment to the organization, aligning their personal values with the company's mission and culture. This commitment often leads to higher job satisfaction, better performance, and lower turnover rates.

**References:**

- \* "Organizational Behavior" by Stephen P. Robbins and Timothy A. Judge
- \* Articles on person-organization fit from the Society for Human Resource Management (SHRM)

#### **NEW QUESTION # 53**

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

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

**Answer: B**

Explanation:

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.

References:

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

#### **NEW QUESTION # 54**

What is a benefit of internal recruiting?

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

**Answer: B**

Explanation:

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.

#### **NEW QUESTION # 55**

What is the primary purpose of progressive discipline?

- A. To ensure that legal regulations are followed when collecting performance-based feedback
- B. To provide a method for managers to fairly administer performance evaluations that are free from biases
- C. To ensure that the maximum corrective action is administered to correct future performance issues
- **D. To make employees aware of performance problems using the least severe action necessary to motivate change**

**Answer: D**

Explanation:

The primary purpose of progressive discipline is to address performance issues by making employees aware of problems in a structured manner, starting with the least severe actions. The goal is to provide employees with opportunities to correct their behavior before more severe measures are taken. This approach helps to maintain a fair and supportive work environment while ensuring that employees understand the consequences of continued poor performance. Progressive discipline typically involves a series of steps, such as verbal warnings, written warnings, and, if necessary, termination.

References

\* Managing Human Capital Textbook

\* "Progressive Discipline Handbook" by Paul Falcone

\* SHRM (Society for Human Resource Management) guidelines on progressive discipline

### NEW QUESTION # 56

How is understanding a trainee's learning style important to training effectiveness?

- A. It improves training outcomes.
- B. It influences the location of the training.
- C. It expands employee skill gaps.
- D. It increases the positive feedback given to the trainer.

**Answer: A**

Explanation:

Understanding a trainee's learning style is crucial for the effectiveness of training because it allows the training to be tailored to the individual's preferred method of learning, thereby improving retention and application of the material. For instance, visual learners benefit from diagrams and videos, auditory learners from lectures and discussions, and kinesthetic learners from hands-on activities. By aligning training methods with learning styles, the overall training outcomes improve, leading to better performance and skill acquisition.

References

- \* Managing Human Capital Textbook
- \* "Training and Development for Dummies" by Elaine Biech
- \* SHRM (Society for Human Resource Management) guidelines on training effectiveness

### NEW QUESTION # 57

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