

Managing-Human-Capital Online Bootcamps Exam Pass Once Try | Managing-Human-Capital: WGU Managing Human Capital C202



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WGU Managing-Human-Capital Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	<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 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.
Topic 4	<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 5	<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.
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WGU Managing Human Capital C202 Sample Questions (Q10-Q15):

NEW QUESTION # 10

What is a benefit to the employer of providing a healthy and safe work environment?

- A. Increased health benefit options
- **B. Decreased absenteeism due to health-related issues**
- C. Reduced need for policies and procedures
- D. Increased availability of the employer's assistance program

Answer: B

Explanation:

* **Healthy Work Environment:** Providing a healthy and safe work environment helps prevent workplace injuries and illnesses, promoting overall well-being.

* **Absenteeism Reduction:** When employees are healthy, they are less likely to take time off due to illness or injury, leading to decreased absenteeism.

* **Productivity and Morale:** A safe work environment enhances employee morale and productivity, as employees feel valued and protected.

* **Cost Savings:** Reduced absenteeism also translates into cost savings for the employer, as fewer resources are spent on temporary replacements and overtime for covering absent employees.

References:

* Occupational Safety and Health Administration (OSHA) guidelines

* Studies on workplace safety and productivity by the National Institute for Occupational Safety and Health (NIOSH)

NEW QUESTION # 11

What is a cost associated with avoidable voluntary turnover?

- A. Reorganization costs
- B. Severance pay
- C. Discipline costs
- **D. Lost talent**

Answer: D

Explanation:

Avoidable voluntary turnover occurs when employees voluntarily leave the organization for preventable reasons, such as dissatisfaction with pay, management, or working conditions. According to Human Resource Management, 16th Edition by Gary Dessler, one of the most significant costs associated with avoidable voluntary turnover is lost talent.

Dessler explains that when experienced and high-performing employees leave, organizations lose valuable knowledge, skills, and

institutional memory. This loss can negatively affect productivity, customer relationships, team morale, and overall performance. Additionally, replacing talented employees requires recruitment, selection, onboarding, and training costs, further increasing the financial impact.

Severance pay is typically associated with involuntary turnover, while reorganization and discipline costs relate to internal restructuring or performance management processes. These are not primary costs of voluntary turnover.

Therefore, the key cost linked to avoidable voluntary turnover is the loss of skilled and experienced talent.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Retention, Turnover, and Workforce Planning

NEW QUESTION # 12

Which area has the main functions of staffing, health, safety, employee-management relations, rewards, benefits, training, development, and performance management?

- A. Succession planning
- **B. Human resource management**
- C. Strategic management planning
- D. Human and financial management

Answer: B

Explanation:

* Scope of HRM: Human resource management (HRM) covers a wide range of functions critical to managing an organization's workforce.

* Key Functions:

* Staffing: Recruiting, selecting, and onboarding employees.

* Health and Safety: Ensuring a safe workplace and promoting employee well-being.

* Employee-Management Relations: Managing interactions between employees and management to maintain a positive work environment.

* Rewards and Benefits: Designing compensation packages and benefits that attract and retain talent.

* Training and Development: Providing learning opportunities to enhance employee skills and career growth.

* Performance Management: Evaluating and improving employee performance to align with organizational goals.

* Objective: The main objective of HRM is to maximize employee performance and ensure that human capital contributes effectively to the achievement of organizational goals.

References:

* Fundamentals of Human Resource Management by Gary Dessler

* SHRM guidelines and best practices in HRM

NEW QUESTION # 13

What guides the development of training content and delivery methods?

- **A. Learning objectives**
- B. Evaluation methods
- C. Company needs
- D. Training goals

Answer: A

Explanation:

The development of training content and delivery methods is guided by clearly defined learning objectives.

Learning objectives specify what employees are expected to learn and achieve by the end of the training program. They provide a clear direction for designing the training materials, selecting appropriate instructional methods, and evaluating the effectiveness of the training. By aligning training content with specific learning objectives, organizations ensure that the training is relevant, targeted, and effective in meeting both employee and organizational needs.

References:

Noe, R. A. (2020). Employee Training and Development. McGraw-Hill Education.

Blanchard, P. N., & Thacker, J. W. (2013). Effective Training: Systems, Strategies, and Practices. Pearson.

NEW QUESTION # 14

What is a cause of an employee leaving an organization that the organization could have avoided?

- A. Compensation issues
- B. Performance issues
- C. Retirement
- D. New career

Answer: A

Explanation:

Employee turnover can be classified as either avoidable or unavoidable. According to Human Resource Management, 16th Edition by Gary Dessler, avoidable turnover occurs when employees leave for reasons that management can influence or control, such as dissatisfaction with pay, supervision, working conditions, or career opportunities.

Compensation issues are a common and preventable cause of voluntary turnover. Dessler notes that when employees perceive pay as unfair or uncompetitive, they are more likely to leave for better opportunities.

Organizations can address this through market-based pay structures, merit increases, and transparent compensation policies.

In contrast, retirement and pursuing a new career are typically unavoidable, as they are driven by personal life stages or individual career choices beyond organizational control. Performance-related separations are usually involuntary and initiated by the employer rather than the employee.

Therefore, the cause of employee departure that an organization could have avoided is compensation issues.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Retention and Turnover

NEW QUESTION # 15

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