

Managing-Human-Capital 시험대비 인증 공부 시험 최신 덤프자료

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C-4H430-94 퍼펙트 최신버전 공부자료 인기 인증 시험덤프

BONUS!!! Pass4Test Managing-Human-Capital 시험 문제집 전체 버전을 무료로 다운로드하세요:
https://drive.google.com/open?id=1LbHizQXCqA_-WIwoxtHlrm1-5JbRjhgR

WGU Managing-Human-Capital 인증덤프는 실제 Managing-Human-Capital 시험의 가장 최근 시험의 기출문제를 기준으로 하여 만들어진 최고 품질을 자랑하는 최고적중율의 시험대비자료입니다. 저희 Managing-Human-Capital 덤프로 Managing-Human-Capital 시험에 도전해보지 않으실래요? Managing-Human-Capital 시험에서 불합격 받을시 덤프비용은 환불해드리기에 부담없이 구매하셔도 됩니다. 환불의 유일한 기준은 불합격 성적표이고 환불유효기간은 구매일로부터 60일까지입니다.

WGU Managing-Human-Capital 시험요강:

주제	소개
주제 1	<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.

주제 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.
주제 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.
주제 4	<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.
주제 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.

>> Managing-Human-Capital시험대비 인증공부 <<

Managing-Human-Capital시험대비 인증공부 덤프로 WGU Managing Human Capital C202시험 패스

저희 Pass4Test는 국제공인 IT자격증 취득을 목표로 하고 있는 여러분들을 위해 적중율 좋은 시험대비 덤프를 제공 해드립니다. WGU Managing-Human-Capital 시험을 패스하여 자격증을 취득하려는 분은 저희 사이트에서 출시한 WGU Managing-Human-Capital덤프의 문제와 답만 잘 기억하시면 한방에 시험패스 할수 있습니다. 해당 과목 사이트에서 데모문제를 다운바다 보시면 덤프품질을 검증할수 있습니다.결제하시면 바로 다운가능하기에 덤프파일을 가장 빠른 시간에 받아볼수 있습니다.

최신 Courses and Certificates Managing-Human-Capital 무료샘플문제 (Q14-Q19):

질문 # 14

Which type of work culture utilizes hiring, retaining, developing, and motivating employees while making work assignments that are connected to data or outcomes?

- A. Innovative culture
- B. Compliance culture
- C. Risk culture
- D. Performance culture

정답: D

설명:

A performance culture is one that focuses on achieving specific results and aligning employee activities with the organization's strategic goals. In this type of culture, hiring, retaining, developing, and motivating employees are driven by data and outcomes. Performance metrics are used to make work assignments and evaluate employee contributions to ensure that the organizational objectives are met effectively and efficiently.

"High Performance Work Systems" by David A. Buchanan and Andrzej A. Huczynski, "Organizational Behavior" Society for Human Resource Management (SHRM) articles on performance culture

질문 # 15

How can job design benefit an organization?

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

정답: D

설명:

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.

질문 # 16

What is a driver for employee retention?

- **A. Succession management**
- B. External sourcing
- C. Performance metrics
- D. Competency databases

정답: A

설명:

Employee retention is strongly influenced by opportunities for growth, advancement, and long-term career development. According to Human Resource Management, 16th Edition by Gary Dessler, succession management is a key driver of employee retention because it signals to employees that the organization is invested in their future.

Succession management involves identifying, developing, and preparing employees for future leadership or critical roles. Dessler explains that when employees see clear career paths and development opportunities within the organization, they are more likely to remain committed and less likely to seek opportunities elsewhere.

Performance metrics and competency databases are tools used to measure and manage performance and skills, but they do not directly motivate employees to stay. External sourcing focuses on hiring from outside the organization and does not contribute to retaining existing employees. Therefore, the strongest driver of employee retention among the options is succession management.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Career Development, Succession Planning, and Retention

질문 # 17

Why is setting individual employee performance goals important to organizational success?

- A. It gives employees input in the content of performance evaluations.
- **B. It helps align individual employees' goals with the organization's mission.**
- C. It standardizes performance expectations for employees across the organization.
- D. It replaces the need for conducting job analyses.

정답: B

설명:

Setting individual employee performance goals is essential for organizational success because it ensures that employees' efforts are

directed towards the broader objectives of the organization. This alignment fosters a cohesive and motivated workforce working towards common goals, which enhances overall productivity and effectiveness. When employees understand how their personal goals contribute to the organization's mission, they are more likely to be engaged and committed to their work.

References

* Managing Human Capital Textbook

* "Performance Management: Integrating Strategy Execution, Methodologies, Risk, and Analytics" by Gary Cokins

* SHRM (Society for Human Resource Management) guidelines on performance management

질문 # 18

An employee was surprised to receive low rankings from a manager on a performance evaluation. The employee was unaware that some of the goals that caused the low rankings were job expectations because the manager had never discussed the goals with the employee.

Which obstacle to effective performance management is illustrated in this example?

- A. Having personal standards that are too high for the employee's position
- B. Showing bias in comparing the employee to other employees
- C. Failing to develop a performance plan with the employee
- D. Committing a leniency error in the employee's performance evaluation

정답: C

설명:

Effective performance management requires clear communication of job expectations, performance standards, and goals before evaluating employee performance. According to Human Resource Management, 16th Edition by Gary Dessler, one of the most critical steps in performance management is jointly developing a performance plan that specifies what the employee is expected to accomplish and how performance will be measured. When this step is skipped, performance appraisals often appear unfair and unexpected to employees.

In this scenario, the employee received low ratings based on goals that were never discussed or clarified. This reflects a failure in the planning phase of performance management, not a rating error such as leniency or bias. Dessler emphasizes that employees must clearly understand expectations at the start of the appraisal period; otherwise, evaluations lose credibility and can damage trust, motivation, and engagement.

Performance planning aligns employee efforts with organizational objectives and provides a standard against which performance can be fairly assessed. When managers fail to develop and communicate a performance plan, employees cannot reasonably be held accountable for unmet goals. Therefore, the obstacle illustrated here is failing to develop a performance plan with the employee.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Performance Management and Appraisal

질문 # 19

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