

Managing-Human-Capital Latest Exam Preparation & Managing-Human-Capital Certification Exam Infor

WGU C202 MANAGING HUMAN CAPITAL EXAM WITH QUESTIONS AND ANSWERS 2025/2026.

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, Person Specification, Selecting Applicants, and Develop performance evaluation tools.
7. **What is Job Analysis?:** The systematic process of gathering and interpreting information about the essential duties, tasks, and responsibilities of a job. It also gathers information about the context within which the job is performed.
8. **Employee performance goals and results should be tied to organizational strategies, values, and objectives, AND based on what?:** Job Analysis
9. **What are 4 benefits of setting goals with employees?:**
 1. Focus attention on objectives
 2. Increase efforts to achieve objectives
 3. Persist in setbacks
 4. Develop strategies to deal with challenges and to reach goals.
10. **What are the 4 progressive discipline steps?:**
 1. Counseling - makes employee aware
 2. Written Warning - outlines problem and gives expectation
 3. Suspension without pay
 4. Termination
11. **What are 3 common performance management obstacles?:**
 1. Not communicating performance plan
 2. Lack of accountability from employee/employer
 3. Human Bias and errors

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One of the biggest challenges of preparing for a WGU Managing-Human-Capital certification exam is staying motivated. It is easy to get bogged down by all the material you need to learn and lose sight of your goal. That is why our WGU Managing-Human-Capital PDF and practice tests are designed to be engaging and easy to understand.

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"> • 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 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.
Topic 5	<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.

>> **Managing-Human-Capital Latest Exam Preparation** <<

WGU Managing-Human-Capital Certification Exam Infor - Managing-Human-Capital Latest Exam Dumps

People who get Managing-Human-Capital certification show dedication and willingness to work hard, also can get more opportunities in job hunting. It seems that Managing-Human-Capital certification becomes one important certification for many IT candidates. While a good study material will do great help in Managing-Human-Capital Exam Preparation. FreeDumps Managing-Human-Capital will solve your problem and bring light for you. Managing-Human-Capital exam questions and answers are the best valid with high hit rate, which is the best learning guide for your WGU Managing-Human-Capital preparation.

WGU Managing Human Capital C202 Sample Questions (Q26-Q31):

NEW QUESTION # 26

A manager and an employee go on a lunch break together. The manager tells the employee about another coworker that received discipline. The manager discloses to the employee that the coworker was reprimanded for poor performance.

Which part of this scenario involves an ethical dilemma?

- A. The employee going on a lunch break with the manager
- B. The manager having an unofficial one-on-one conversation with the employee
- C. The employee listening to what the manager shared
- **D. The manager disclosing the discipline of the coworker to the employee**

Answer: D

Explanation:

* **Confidentiality Breach:** The manager discussing the disciplinary actions taken against another employee violates the principle of confidentiality. Disciplinary actions are private matters and should only be shared with those directly involved or authorized personnel.

* **Professional Ethics:** According to professional ethics, particularly in HR and management, sensitive information about employees should not be disclosed to others who do not have a legitimate need to know.

* **Trust and Morale:** Such disclosures can erode trust within the team and negatively impact morale, as employees might feel their privacy is not respected.

* Legal Implications: There could be potential legal implications if the disclosed information is used improperly or causes harm to the reputation of the disciplined employee.

References:

* Society for Human Resource Management (SHRM) Code of Ethical and Professional Standards

* HR Confidentiality Policies and Best Practices

NEW QUESTION # 27

A manager and an employee go on a lunch break together. The manager tells the employee about another coworker that received discipline. The manager discloses to the employee that the coworker was reprimanded for poor performance.

Which part of this scenario involves an ethical dilemma?

- A. The employee going on a lunch break with the manager
- B. The manager having an unofficial one-on-one conversation with the employee
- C. The employee listening to what the manager shared
- **D. The manager disclosing the discipline of the coworker to the employee**

Answer: D

NEW QUESTION # 28

What is the main reason for the failure of mergers and acquisitions?

- A. Unsuccessful marketing approach
- B. Poor organizational design
- C. Inaccurate bookkeeping
- **D. Culture mismatch**

Answer: D

Explanation:

The main reason for the failure of mergers and acquisitions is often a culture mismatch between the merging organizations. When two companies with different corporate cultures come together, clashes can occur if their values, beliefs, and ways of doing business do not align. This can lead to misunderstandings, conflicts, and a lack of cohesion, ultimately hindering the integration process and reducing the chances of a successful merger or acquisition.

References:

* "Mergers and Acquisitions: Managing Culture and Human Resources" by Mark E. Mendenhall and Gary

R. Oddou

* McKinsey & Company articles on mergers and acquisitions

NEW QUESTION # 29

What is a benefit of internal recruiting?

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

Answer: C

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 # 30

Employees are allowed to have flexible work schedules.
Which form of compensation is represented in this example?

- A. Nonfinancial compensation
- B. Indirect financial compensation
- C. Direct financial compensation
- D. Variable financial compensation

Answer: A

Explanation:

Compensation includes both financial and nonfinancial rewards that employees receive in exchange for their work. According to Human Resource Management, 16th Edition by Gary Dessler, nonfinancial compensation refers to rewards that do not involve direct monetary payments but enhance employees' quality of work life.

Flexible work schedules are a classic example of nonfinancial compensation. Dessler explains that flexibility improves work-life balance, reduces stress, and increases job satisfaction, making it a valuable reward even though it does not increase pay. Such arrangements can improve morale, engagement, and retention without increasing direct labor costs.

Direct and variable financial compensation involve wages, bonuses, or incentives, while indirect financial compensation includes benefits such as insurance or retirement plans. Since flexible scheduling affects how and when work is performed rather than how much employees are paid, it is classified as nonfinancial compensation.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Compensation and Benefits

NEW QUESTION # 31

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