

試験の準備方法-最高のManaging-Human-Capital試験 問題解説集試験-信頼的なManaging-Human-Capital試験 内容



無料でクラウドストレージから最新のXhs1991 Managing-Human-Capital PDFダンプをダウンロードする：https://drive.google.com/open?id=1ia73UH_fUyhvec0ZTCDYCaSP_XFcz9aW

あなたは我々Xhs1991のWGU Managing-Human-Capital問題集を通して望ましい結果を得られるのは我々の希望です。疑問があると、Managing-Human-Capital問題集デモによる一度やってみてください。使用した後、我々社の開発チームの細心と専門化を感じます。WGU Managing-Human-Capital問題集以外の試験に参加したいなら、我々Xhs1991によって関連する資料を探することができます。弊社の量豊かの備考資料はあなたを驚かせます。

WGU Managing-Human-Capital 認定試験の出題範囲：

トピック	出題範囲
トピック 1	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.
トピック 2	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.
トピック 3	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.
トピック 4	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.

- 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-Capital試験問題解説集 <<

Managing-Human-Capital試験内容、Managing-Human-Capital模擬問題

Xhs1991は君の試験に合格させるだけでなく本当の知識を学べます。Xhs1991はあなたが100%でManaging-Human-Capital試験に合格させるの保証することができてまたあなたのために一年の無料の試験の練習問題と解答の更新サービス提供して、もし試験に失敗したら、弊社はすぐ全額で返金を保証いたします。

WGU Managing Human Capital C202 認定 Managing-Human-Capital 試験問題 (Q11-Q16):**質問 # 11**

What is a characteristic of psychological contracts in the workplace?

- A. They are formed to encourage positive workplace environments.
- **B. They consist of the unwritten expectations of the employment relationship.**
- C. They are based on shared core values between employees and their managers.
- D. They include formal agreements made during voluntary counseling sessions.

正解: B

解説:

A psychological contract refers to the informal and unwritten set of expectations that exists between an employee and the employer. According to Human Resource Management, 16th Edition by Gary Dessler, psychological contracts include beliefs about job security, career development, fairness, recognition, and mutual obligations that are not formally stated in employment contracts. Dessler emphasizes that psychological contracts develop over time through communication, organizational culture, and managerial behavior. When employees believe these unwritten expectations are fulfilled, trust and commitment increase. When they are violated, employees may experience dissatisfaction, reduced engagement, or withdrawal behaviors.

Psychological contracts are not formal legal agreements, nor are they created through counseling sessions.

While shared values and positive environments may influence them, their defining characteristic is that they are unwritten expectations governing the employment relationship. Therefore, the correct answer is they consist of the unwritten expectations of the employment relationship.

Source:

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

質問 # 12

What is a cost associated with avoidable voluntary turnover?

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

正解: D

解説:

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

質問 # 13

How can an employee handbook assist employees?

- A. It communicates policies against discrimination.
- B. It prevents the employer from being sued.
- C. It contains employees' individual performance goals.
- D. It creates laws that must be followed.

正解: A

解説:

An employee handbook can assist employees by communicating the company's policies against discrimination. It serves as a reference document that outlines the company's expectations, policies, and procedures, including those related to anti-discrimination, thus helping employees understand their rights and obligations.

References:

* Managing Human Capital Textbook

* SHRM (Society for Human Resource Management) guidelines on employee handbooks

質問 # 14

What is an advantage of a pay-for-performance plan?

- A. It provides a positive reinforcement method.
- B. It rewards those who are most knowledgeable.
- C. It recognizes the most tenured employees.
- D. It connects performance with intrinsic motivation.

正解: A

解説:

A pay-for-performance plan is advantageous because it provides a method of positive reinforcement, which directly links an employee's compensation to their performance. This system incentivizes employees to achieve high performance by rewarding them with financial bonuses or raises based on their achievements.

Positive reinforcement encourages desirable behaviors and high productivity, aligning individual performance with organizational goals.

References

* Managing Human Capital Textbook

* "Pay for Performance: Evaluating Performance Appraisal and Merit Pay" by George T. Milkovich and Alexandra K. Wigdor

* SHRM (Society for Human Resource Management) guidelines on pay-for-performance plans

質問 # 15

What is a human resource management (HRM) strategy for enhancing employee engagement?

- A. Lower education requirements
- B. Improve benefits options
- C. Increase investment in recruitment
- D. Provide open communication

正解: D

解説:

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

• • • • •

Managing-Human-Capital試驗內容: <https://www.xhs1991.com/Managing-Human-Capital.html>

- [illegible]

myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,
nettiyiyps367204.blogdemls.com, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,
myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt,
sahilkrmn217393.smblogsites.com, 24by7directory.com, jessecfvi790755.blogspotsuperapp.com, Disposable vapes

P.S.Xhs1991がGoogle Driveで共有している無料の2026 WGU Managing-Human-Capitalダ
ブ: https://drive.google.com/open?id=1ia73UH_fUyhwec0ZTCDYCaSP_XFcz9aW