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WGU c236 - Comp and Benefit Study

Guide Exam 2026 Questions and Answers

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Total Rewards - Correct answer-all forms of pay including cash benefits, tangible/intangible etc...

what forms of pay are involved in Total Reward for the Organization? - Correct answer-cash, benefits, intangibles.

cash compensation - Correct answer-_____ influences the employee in an organization

HR Generalist impacts compensation by. - Correct answer-making the reward strategy and a business strategy line up.

Compensation Manager's responsibility in the compensation plan? - Correct answer-improve compensation systems and beter enable the organization to meet goals.

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WGU Information Technology Management QGC1 Sample Questions (Q152-Q157):

NEW QUESTION # 152

Which operational customer relationship management (CRM) technology maintains customer data and identifies prospective customers for future sales?

- **A. Contact management**
- B. Call scripting
- C. Campaign management
- D. Cross-selling

Answer: A

NEW QUESTION # 153

How do small and medium enterprise (SME)-focused enterprise resource planning (ERP) systems help small businesses?

- A. They simplify budgets by reducing reporting.
- **B. They provide core functions at low cost.**
- C. They automate growth strategy design.
- D. They deliver advanced forecasting.

Answer: B

Explanation:

SME-focused ERP systems provide small and medium businesses with essential business functions such as finance, HR, inventory, and sales at a lower cost compared to large-scale ERP solutions. This allows SMEs to gain the benefits of integration and automation without the high expense of enterprise-level systems.

Option A: Incorrect-ERP systems enhance reporting, not reduce it.

Option B: Incorrect-ERP does not design growth strategies, it supports operations.

Option D: Incorrect-advanced forecasting is more of a high-level analytics function, not the primary SME ERP focus.

Thus, SME-focused ERP systems primarily help by providing core functions at low cost.

Reference:

WGU Information Technology Management - ERP Applications, section on SME ERP Systems.

NEW QUESTION # 154

What is a common risk associated with outsourcing software development?

- A. Lack of flexibility to respond to rapid market changes
- B. High cost of developers' salaries
- **C. Risk of breach of confidential information**
- D. Short-term contracts that are difficult to renew

Answer: C

Explanation:

* Common Risks of Outsourcing Software Development:

* One of the most significant risks is the potential for breaches of confidential information.

* Outsourcing often involves sharing sensitive company data with third-party vendors, increasing the risk of data misuse or leaks.

* Why This Risk is Common:

* Outsourcing partners may not have the same level of security measures as the organization.

* Compliance issues can arise if vendors do not adhere to industry regulations.

* Incorrect Options Analysis:

- * B. High cost of developers' salaries: Outsourcing is generally cost-effective compared to in-house salaries.
 - * C. Lack of flexibility: Many outsourcing providers are designed to adapt to changes.
 - * D. Short-term contracts: While challenging, these are manageable compared to confidentiality risks.
- References and Documents of Information Technology Management:
- * "Mitigating Outsourcing Risks: Confidentiality and Compliance" (Gartner).
 - * ISO/IEC 27001 Security Standards (Data Protection in Outsourcing).

NEW QUESTION # 155

Which software carries out a set of operations on behalf of a user with a degree of independence and employs knowledge of the user's goals?

- A. Autonomous agent
- B. Information of Everything
- C. Ambient digital experience
- D. Virtual assistant

Answer: A

NEW QUESTION # 156

What are two purposes of the IT Strategy Board in any organization? Choose 2 answers.

- A. Discover and review development in information technology
- B. Report IT issues to the CIO as they arise and implement the CIO's solutions
- C. Recommend opportunities and actions to benefit the organization
- D. Recognize the possibility of budget overages before they occur
- E. Oversee hiring to enhance the implementation of future improvements

Answer: A,C

NEW QUESTION # 157

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