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WGU C202 Managing Human Capital Exam Updated Questions with Verified Answers, 100% Guarantee Pass

>> Direct financial compensation

-correct answer-

compensation received in the form of salary, wages, commissions, stock options or bonuses

>>indirect financial compensation

-correct answer-

all the tangible and financially valued rewards that are not included in direct compensation including free meals, vacation time and health insurance

>>nonfinancial compensation

-correct answer-

rewards and incentives given to employees that aren't financial in nature

>>base pay

-correct answer-

reflects the size and scope of an employee's responsibilities

>>severance pay

-correct answer-

give to employees upon termination of their employment

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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 (Q59-Q64):

NEW QUESTION # 59

Which factor influences employees' attitudes about workplace safety?

- A. An employee's level of compensation
- **B. Leadership's positive reinforcement of reporting potential hazards**
- C. An organization's generous attendance policy
- D. An employee's potential for career development

Answer: B

Explanation:

Employees' attitudes toward workplace safety are strongly shaped by leadership behavior and organizational culture. According to Human Resource Management, 16th Edition by Gary Dessler, one of the most influential factors in shaping safety attitudes is management's visible commitment to safety, particularly through positive reinforcement of safe behaviors and hazard reporting. Dessler explains that when leaders actively encourage employees to report unsafe conditions without fear of retaliation and recognize those who do so, employees perceive safety as a core organizational value. This perception increases safety awareness, compliance with safety rules, and employee participation in safety initiatives. In contrast, if leadership ignores or discourages hazard reporting, employees may believe productivity is valued more than safety, which weakens safety attitudes.

Factors such as compensation, attendance policies, or career development opportunities may affect motivation or satisfaction, but they do not directly shape employees' perceptions of safety priorities. Leadership behavior sends a powerful signal about what truly matters in the organization. Therefore, positive reinforcement by leadership for reporting potential hazards most directly influences employees' attitudes about workplace safety.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Safety and Health

NEW QUESTION # 60

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

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

Answer: A

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 # 61

A hiring manager researched a job applicant's social media history and discovered a post from the applicant about a family member being diagnosed with Parkinson disease. The hiring manager decided not to hire the applicant based on this discovery.

Which law did the hiring manager violate?

- A. Americans with Disabilities Act of 1990
- B. Fair Labor Standards Act of 1938
- C. Genetic Information Nondiscrimination Act of 2008
- D. Family and Medical Leave Act of 1993

Answer: C

Explanation:

The Genetic Information Nondiscrimination Act (GINA) of 2008 also covers situations where genetic information is inadvertently obtained, such as through social media. It prohibits employers from using genetic information in making employment decisions, including hiring, firing, job assignments, and promotions. The hiring manager's decision not to hire the applicant based on a social media post about a family member's diagnosis with Parkinson's disease constitutes a violation of GINA.

Genetic Information Nondiscrimination Act of 2008, U.S. Equal Employment Opportunity Commission (EEOC) website

NEW QUESTION # 62

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

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

Answer: B

Explanation:

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

NEW QUESTION # 63

What makes an organization a closed union shop?

- A. It has a policy against union membership for employees.
- **B. It hires and employs current union members exclusively.**
- C. It considers only nonunion employees for promotions.
- D. It allows employees to choose whether they join a union.

Answer: B

Explanation:

A closed union shop is a workplace in which employers agree to hire and employ only workers who are already members of a union. According to Human Resource Management, 16th Edition by Gary Dessler, this arrangement gives unions significant control over workforce entry by restricting employment exclusively to union members.

Dessler explains that closed shops were once common but are now illegal in the United States under the Taft-Hartley Act. However, understanding the concept remains important for distinguishing it from other union arrangements, such as union shops and agency shops. In contrast, a union shop allows nonunion employees to be hired but requires them to join the union after a certain period.

Options involving voluntary union membership or nonunion-only policies do not define a closed shop.

Therefore, the defining feature of a closed union shop is that it hires and employs current union members exclusively.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Labor Relations and Union Structures

NEW QUESTION # 64

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