

Current WGU Managing-Human-Capital Exam Content & Latest Managing-Human-Capital Braindumps Free

WGU C202 – Managing Human Capital: Final Comprehensive Actual Exam (2025/2026 Updated Edition) Includes the High-Value Questions from the Official C202 Curriculum

Exam Overview

The WGU C202: Managing Human Capital Final Exam (2025/2026) is a comprehensive assessment designed to evaluate your understanding of the key principles, laws, and strategic practices of modern human resource management.

This updated version focuses on **realistic, scenario-based questions** that reflect the most frequently tested topics from the official WGU course and verified student exam trends. Each question includes **concise rationales** to reinforce concept mastery and ensure readiness for both the objective exam and performance-based assessments.

✂ Section 1: Core HR Strategy and Functions (Most Tested Concepts)

1. Which of the following best describes *human capital*?

A. The total financial value of an organization’s assets
B. The knowledge, skills, and abilities that employees bring to the organization
 C. The fixed costs associated with employee training
 D. The financial liabilities of employee compensation

✔ **Rationale:** Human capital refers to the collective knowledge, skills, and abilities employees possess that add economic value to the firm.

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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"> • 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"> • 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 4	<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 5	<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.

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WGU Managing Human Capital C202 Sample Questions (Q45-Q50):

NEW QUESTION # 45

What can encourage desired behaviors from employees when implementing organizational action plans by providing key details on how well the employees are fulfilling their job duties?

- A. Job analyses
- B. Job statements
- C. Internal financial sheets
- **D. Performance metrics**

Answer: D

Explanation:

Performance metrics are quantitative measures used to assess how well employees are fulfilling their job duties. They provide specific details on various aspects of job performance, such as productivity, quality, efficiency, and adherence to deadlines. By tracking these metrics, managers can identify areas where employees excel and where they may need additional support or training. Performance metrics help in setting clear expectations, providing feedback, and aligning employee performance with organizational goals. They are essential for implementing organizational action plans as they ensure that employees' behaviors and outcomes are aligned with the desired objectives. References

* Kaplan, R. S., & Norton, D. P. (1996). "The Balanced Scorecard: Translating Strategy into Action." Harvard Business Review

Press.

* Armstrong, M. (2021). "Armstrong's Handbook of Performance Management: An Evidence-Based Guide to Delivering High Performance." Kogan Page.

NEW QUESTION # 46

What is an example of a situational interview question?

- A. "How have you handled a situation in which you and a coworker could not cooperate and had to get management involved?"
- **B. "How would you handle a scenario in which you are asked to do something that goes against company policy?"**
- C. "Which type of leadership style do you prefer from your direct manager, and why do you prefer this style?"
- D. "What have you done to successfully turn a difficult customer into a satisfied and loyal customer?"

Answer: B

Explanation:

Situational interview questions are designed to assess how candidates would handle hypothetical scenarios related to the job. The question "How would you handle a scenario in which you are asked to do something that goes against company policy?" requires the candidate to demonstrate their problem-solving abilities, ethical judgment, and adherence to organizational rules. This type of question helps employers gauge a candidate's potential behavior and decision-making skills in challenging situations.

References:

Dessler, G. (2020). Human Resource Management. Pearson.

Campion, M. A., Palmer, D. K., & Campion, J. E. (1997). A review of structure in the selection interview.

Personnel Psychology.

NEW QUESTION # 47

Employees are allowed to have flexible work schedules.

Which form of compensation is represented in this example?

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

Answer: D

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 # 48

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

- D. The employee listening to what the manager shared

Answer: A

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 # 49

Which factor do unions prefer when negotiating with employers over criteria for job opportunities, such as promotions and job security?

- A. Seniority
- B. Experience
- C. Education
- D. Age

Answer: A

Explanation:

Unions traditionally emphasize fairness, objectivity, and equal treatment when negotiating employment conditions. According to Human Resource Management, 16th Edition by Gary Dessler, seniority is the factor unions most strongly prefer when determining criteria for promotions, layoffs, recalls, and job security.

Seniority systems are favored because they are objective, easy to verify, and limit managerial discretion, which unions often view as a potential source of favoritism or discrimination. By basing decisions on length of service, unions help ensure predictability and transparency in employment decisions, protecting long-term members from arbitrary treatment.

Dessler notes that while employers may prefer performance- or skill-based systems to reward high performers, unions typically resist these approaches unless they are clearly defined and consistently applied.

Education and experience may be considered in some agreements, but seniority remains the dominant standard in unionized settings. Age, while correlated with seniority, is not used directly due to legal and ethical concerns.

Therefore, the correct answer is seniority.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Labor Relations and Collective Bargaining

NEW QUESTION # 50

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