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Human Capital Management (HCM)
 Meaning, Strategy & Trends



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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"> 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 3	<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 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"> • 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.
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WGU Managing Human Capital C202 Sample Questions (Q15-Q20):

NEW QUESTION # 15

A recruiter requests that an applicant complete a document that requests information about the applicant's medical conditions and the medical conditions of their family members.

Which law did this recruiter violate?

- A. Family and Medical Leave Act of 1993
- **B. Genetic Information Nondiscrimination Act of 2008**
- C. Americans with Disabilities Act of 1990
- D. Civil Rights Act of 1991

Answer: B

Explanation:

The Genetic Information Nondiscrimination Act (GINA) of 2008 prohibits employers from requesting, requiring, or purchasing genetic information about an applicant or an employee, which includes family medical history. The act aims to prevent discrimination based on genetic information in both health insurance and employment. The recruiter's request for information about the applicant's medical conditions and those of their family members directly violates GINA.

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

NEW QUESTION # 16

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

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.

NEW QUESTION # 17

Which statement reflects the concept of a "culture of safety"?

- A. Safety is perceived as a method to increase profits.
- B. Safety is a priority after productivity goals are met.
- C. Safety is the primary factor in evaluating employee performance.
- **D. Safety is a core value that is understood throughout an organization.**

Answer: D

Explanation:

A culture of safety exists when safety is deeply embedded into an organization's values, beliefs, and everyday practices. According to Human Resource Management, 16th Edition by Gary Dessler, organizations with a strong safety culture treat safety not as a short-term priority or a compliance requirement, but as a core organizational value that guides behavior at all levels.

In a true culture of safety, employees and managers alike understand that safety is non-negotiable and integral to how work is performed. Safety responsibilities are shared, openly discussed, and consistently reinforced through training, leadership behavior, and organizational policies. Dessler notes that safety cultures are strongest when top management visibly supports safety initiatives and integrates them into daily operations rather than treating them as secondary to productivity.

Options suggesting that safety is only important after productivity goals are met or merely a tool for profit generation contradict the definition of a safety culture. Similarly, while safety may influence performance evaluations, it is not the sole factor. The defining characteristic of a culture of safety is that safety is a core value understood and practiced throughout the organization, making option C the correct answer.

Source:

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

NEW QUESTION # 18

What guides the development of training content and delivery methods?

- A. Evaluation methods
- B. Company needs
- C. Training goals
- **D. Learning objectives**

Answer: D

Explanation:

The development of training content and delivery methods is guided by clearly defined learning objectives.

Learning objectives specify what employees are expected to learn and achieve by the end of the training program. They provide a clear direction for designing the training materials, selecting appropriate instructional methods, and evaluating the effectiveness of the training. By aligning training content with specific learning objectives, organizations ensure that the training is relevant, targeted, and effective in meeting both employee and organizational needs.

References:

Noe, R. A. (2020). Employee Training and Development. McGraw-Hill Education.

Blanchard, P. N., & Thacker, J. W. (2013). Effective Training: Systems, Strategies, and Practices. Pearson.

NEW QUESTION # 19

Which act establishes a national minimum wage, overtime rules, recordkeeping requirements, and youth employment standards?

- A. Equal Pay Act of 1963
- B. National Labor Relations Act of 1935
- **C. Fair Labor Standards Act of 1938**
- D. Rehabilitation Act of 1973

Answer: C

Explanation:

The Fair Labor Standards Act (FLSA) of 1938 establishes several key labor standards, including a national minimum wage, overtime pay eligibility, recordkeeping, and child labor regulations. The FLSA is administered by the Wage and Hour Division of the U.S. Department of Labor and ensures that workers receive fair compensation and that minors are protected in the workplace. Fair Labor Standards Act of 1938, U.S. Department of Labor (DOL) website

NEW QUESTION # 20

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