

Managing-Human-Capital Exam Torrent - WGU

Managing Human Capital C202 Prep Torrent & Managing-Human-Capital Test Brainsdumps

WGU C202 MANAGING HUMAN CAPITAL QUESTIONS AND ANSWERS 2025

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

Since IT certification examinations are difficult, we know many candidates are urgent to obtain valid preparation materials to help them clear exam success. Now we offer the valid Managing-Human-Capital test study guide which is really useful. If you are still hesitating about how to choose valid products while facing so many different kinds of exam materials, here is a chance, our WGU Managing-Human-Capital Test Study Guide is the best useful materials for people.

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"> • 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 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"> • 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 (Q18-Q23):

NEW QUESTION # 18

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

Answer: C

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 # 19

How can job design benefit an organization?

- A. By creating positions that can push an employee to the highest level of output for the benefit of the organization
- B. By creating positions that enable the organization to achieve its goals while motivating employees by assigning them work based on their needs and talents
- C. By creating positions that motivate managers to segment work into very simple elements, removing opportunities for creativity and increasing efficiency
- D. By creating positions that require consistent performance from employees, which increases the organization's output

Answer: B

NEW QUESTION # 20

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

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

Answer: B

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 # 21

Which type of benefit is typically more secure for unionized workers than for nonunionized workers?

- A. Merit pay
- B. Guaranteed pensions
- C. 401 (k) plans
- D. Individual bonuses

Answer: B

Explanation:

Unionized workers typically enjoy more secure benefits compared to nonunionized workers, with guaranteed pensions being one of the most secure. Unions negotiate defined benefit pension plans that promise a specified monthly benefit at retirement, which is often based on factors such as salary history and years of service. These plans provide financial security for employees upon retirement and are less common in nonunionized workplaces, where defined contribution plans like 401(k)s are more prevalent.

References:

Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2019). Human Resource Management: Gaining a Competitive Advantage. McGraw-Hill Education.

Freeman, R. B., & Medoff, J. L. (1984). What Do Unions Do?. Basic Books.

NEW QUESTION # 22

Why is setting individual employee performance goals important to organizational success?

- A. It helps align individual employees' goals with the organization's mission.
- B. It standardizes performance expectations for employees across the organization.
- C. It gives employees input in the content of performance evaluations.
- D. It replaces the need for conducting job analyses.

Answer: A

Explanation:

Setting individual employee performance goals is essential for organizational success because it ensures that employees' efforts are directed towards the broader objectives of the organization. This alignment fosters a cohesive and motivated workforce working towards common goals, which enhances overall productivity and effectiveness. When employees understand how their personal goals contribute to the organization's mission, they are more likely to be engaged and committed to their work.

References

- * Managing Human Capital Textbook
- * "Performance Management: Integrating Strategy Execution, Methodologies, Risk, and Analytics" by Gary Cokins
- * SHRM (Society for Human Resource Management) guidelines on performance management

NEW QUESTION # 23

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