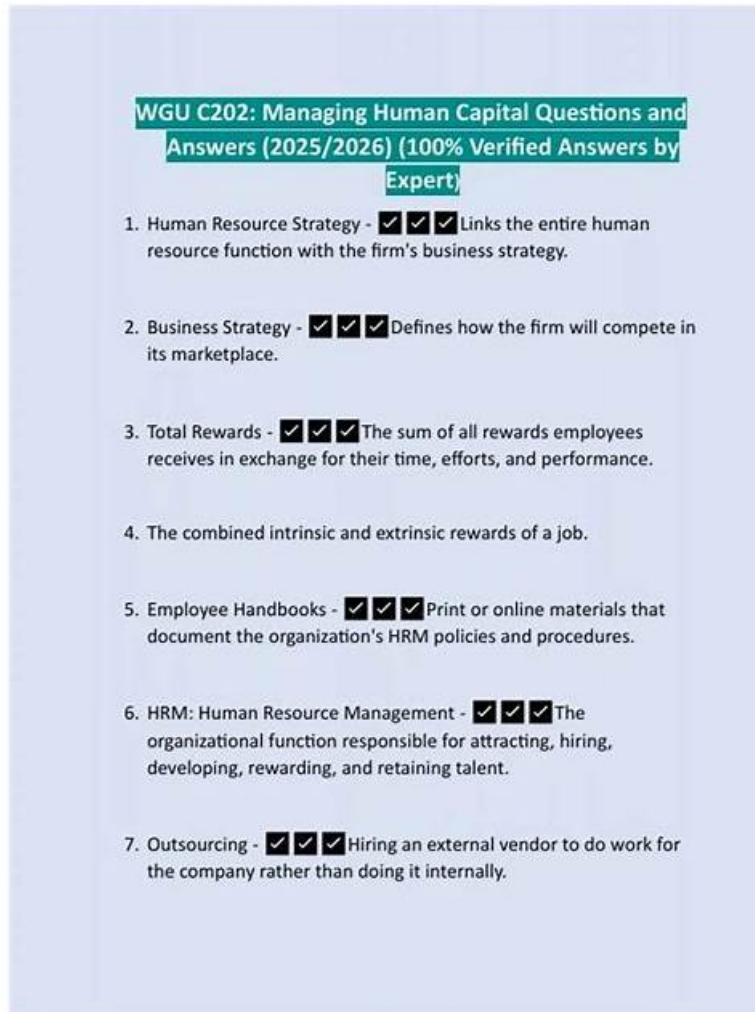


Managing-Human-Capital試験復習 & Managing-Human-Capital資格認証攻略



BONUS!!! Topexam Managing-Human-Capitalダンプの一部を無料でダウンロード: https://drive.google.com/open?id=1XFmAmYo5ErVa5zI7YjilAexcEAocEwe_

最近、TopexamはIT認定試験に属するいろいろな試験に関連する最新版のManaging-Human-Capital問題集を提供し始めました。例えばManaging-Human-Capital日本語問題集などいろいろあります。これらの試験問題集は最新のManaging-Human-Capital試験のシラバスに従って作成されたものです。試験について最新の情報を伝えられます。試験のシラバスがどのような変更をしたのか、試験に出る可能性がある新しい種類の問題について、これらの最新版の問題集には全部含まれています。ですから、IT認証試験を受験したいなら、TopexamのManaging-Human-Capital問題集を利用したほうがいいです。なぜなら、これはあなたがよりよく試験の準備をすることができる最高の方法ですから。

WGU Managing-Human-Capital 認定試験の出題範囲:

トピック	出題範囲

トピック 1	<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.
トピック 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.
トピック 3	<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.
トピック 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.
トピック 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.

>> **Managing-Human-Capital試験復習** <<

試験特性から導き出した **Managing-Human-Capital 演習問題と実際問題**

当社のManaging-Human-Capital試験シミュレーションは、多くの専門家によって選ばれ、質問と回答を常に補完および調整します。Managing-Human-Capital学習教材を使用すると、いつでも必要な情報を見つけることができます。Managing-Human-Capital準備の質問を更新するとき、社会の変化を考慮し、ユーザーのフィードバックも引き出します。Managing-Human-Capital学習教材の使用に関してご意見やご意見がありましたら、お知らせください。私たちはあなたとともに成長したいと思っています。Managing-Human-Capitalトレーニングエンジンの継続的な改善は、最高品質の体験を提供することです。

WGU Managing Human Capital C202 認定 Managing-Human-Capital 試験問題 (Q59-Q64):

質問 # 59

What is an example of the perception of personal loss leading to bias?

- A. A manager believing all employees should celebrate Christian holidays instead of other holidays
- **B. A manager believing hiring a diverse workforce will limit future employment opportunities**
- C. A manager not knowing if a hiring practice violates federal law
- D. A manager believing all female employees like to gossip

正解: B

解説:

* Definition of Perception of Personal Loss: This refers to the feeling that one's own opportunities or status within the organization may be threatened by certain changes or policies.

* Bias Formation: When a manager believes that hiring a diverse workforce will limit future employment opportunities, this belief stems from a perception of personal loss. The manager might feel that their own prospects or advantages are at risk due to increased competition or changes in organizational priorities.

* Impact on Diversity and Inclusion: Such a bias can negatively impact the organization's diversity and inclusion efforts. It can lead to resistance against hiring diverse candidates and maintaining a homogenous workforce, which can limit the benefits that come from a diverse team.

* Addressing the Bias: It is important to educate and train managers to understand the value of diversity, which includes improved problem-solving, creativity, and performance. Overcoming this bias helps create a more inclusive environment that benefits everyone in the organization.

References:

SHRM: Understanding and Managing Bias in the Workplace

Diversity and Inclusion Best Practices by the Human Resources Professional Association (HRPA) Studies on the impact of diversity on organizational performance by McKinsey & Company

質問 # 60

What explains how (or the sequence of steps) to apply company guidelines to accomplish a task?

- A. Principle
- B. Rule
- C. Procedure
- D. Policy

正解: C

解説:

A procedure explains how to apply company guidelines to accomplish a task through a sequence of steps. It is more detailed than a policy and provides the exact steps to follow in order to ensure consistency and efficiency in task completion.

References:

* Managing Human Capital Textbook

* HR best practices from SHRM (Society for Human Resource Management)

質問 # 61

Why do employees who exhibit continuance commitment choose to remain employed with an organization?

- A. Perceived economic or social costs of leaving
- B. Strong identification with the organization's values and goals
- C. Close relationships with managers and peers
- D. A feeling of moral or ethical obligation to the organization

正解: A

解説:

Organizational commitment is commonly categorized into affective, continuance, and normative commitment. According to Human Resource Management, 16th Edition by Gary Dessler, continuance commitment refers to an employee's attachment to an organization based on the perceived costs associated with leaving, rather than emotional attachment or moral obligation.

Employees with continuance commitment remain because they believe leaving would result in significant economic or social losses, such as loss of salary, benefits, retirement plans, seniority, or difficulty finding comparable employment. Dessler explains that this type of commitment is calculated and cost-based; employees stay not because they want to or feel they ought to, but because they feel they have to.

Close relationships and strong identification with organizational values reflect affective commitment, while moral or ethical obligation reflects normative commitment. Since the question specifically refers to continuance commitment, the correct explanation is the perceived economic or social costs of leaving.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Engagement and Organizational Commitment

質問 # 62

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

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

正解: D

解説:

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.

質問 # 63

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

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

正解: C

解説:

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

質問 # 64

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ほぼすべてのTopexamお客様がManaging-Human-Capital試験に合格し、Managing-Human-Capital試験トレントの助けを借りて関連する認定資格を簡単に取得できます。あなたが例外になることは不可能だと強く信じています。したがって、WGUのManaging-Human-Capital試験問題を選択すると、実際には、近い将来に昇進する機会が増えることを意味します。さらに、関連分野でManaging-Human-Capital認定で才能を示したとき、当然、あなたはWGU Managing Human Capital C202キャリアライフに大きな影響を与える可能性のある多くの著名人と友達の輪を広げてください。

Managing-Human-Capital資格認証攻略: https://www.topexam.jp/Managing-Human-Capital_shiken.html

- Managing-Human-Capital関連問題資料 □ Managing-Human-Capital資格受験料 □ Managing-Human-Capital勉強方法 □ 最新{ Managing-Human-Capital }問題集ファイルは [www.xhs1991.com]にて検索Managing-Human-Capitalリンクグローバル
- 実用的なManaging-Human-Capital試験復習 - 合格スムーズManaging-Human-Capital資格認証攻略 | 完璧なManaging-Human-Capital試験内容 ↓ { Managing-Human-Capital }の試験問題は ⇒ www.goshiken.com ⇐で無料配信中Managing-Human-Capital日本語版参考資料
- 信頼的な-有効的なManaging-Human-Capital試験復習試験-試験の準備方法Managing-Human-Capital資格認証攻略 □ URL □ www.goshiken.com □をコピーして開き、➤ Managing-Human-Capital □を検索して無料でダウンロードしてくださいManaging-Human-Capital勉強方法
- Managing-Human-Capital試験解説 □ Managing-Human-Capital復習対策書 □ Managing-Human-Capitalリンク

