

[Genuine Information] WGU Managing-Human-Capital Exam Questions with 100% Success Guaranteed

WGU C202 MANAGING HUMAN CAPITAL QUESTIONS
WITH COMPLETE SOLUTIONS GUARANTEED PASS BRAND
NEW 2025

Compensation received in the form of salary, wages, commissions, stock options or bonuses -ANSWER -
>Direct financial compensation

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

rewards and incentives given to employees that aren't financial in nature -ANSWER ->nonfinancial compensation

reflects the size and scope of an employee's responsibilities -ANSWER ->base pay

give to employees upon termination of their employment -ANSWER ->severance pay

pays employees a set amount regardless of performance -ANSWER ->fixed pay

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Human-Capital Questions

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WGU Managing Human Capital C202 Sample Questions (Q49-Q54):

NEW QUESTION # 49

What are mandatory benefits?

- A. Benefits that are required by the employer to be provided to employees
- **B. Benefits that are required by law to be provided to employees**
- C. Benefits that are customarily provided to employees and are rarely denied
- D. Benefits that are in high demand and attract the most desirable candidates

Answer: B

Explanation:

Mandatory benefits are those that employers are legally required to provide to employees. These benefits typically include social security, unemployment insurance, workers' compensation, and in some regions, health insurance. The purpose of mandatory benefits is to ensure a basic level of security and protection for all employees, safeguarding their financial and physical well-being.

References

* Managing Human Capital Textbook

* "Employee Benefits" by Joseph J. Martocchio

* SHRM (Society for Human Resource Management) guidelines on mandatory benefits

NEW QUESTION # 50

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 # 51

How can human resource managers increase procedural fairness in the hiring process?

- A. By assessing a variety of interpersonal skills through unstructured interviews
- B. By asking personal questions to better understand a candidate
- C. By utilizing interviewers who are friendly and personable
- **D. By using validated selection methods that are job related**

Answer: D

Explanation:

Procedural fairness in the hiring process can be increased by implementing validated selection methods that are directly related to the job requirements. This includes using standardized tests, structured interviews, and job simulations that have been scientifically proven to predict job performance. These methods ensure that all candidates are evaluated consistently and objectively based on their qualifications and abilities relevant to the job, thereby reducing biases and enhancing the perceived fairness of the selection process.

References:

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

* Boudreau, J. W., & Cascio, W. F. (2017). Applied Psychology in Talent Management. Sage Publications.

NEW QUESTION # 52

Which scenario is an example of a procedure?

- **A. A store manager requires all employees to clean their workstations at the end of each shift.**
- B. A store manager says that they like it when employees clean their workstations.
- C. A store manager does not allow any employee to leave until their workstation is audited.
- D. A store manager trusts employees to clean their workstations.

Answer: A

Explanation:

A procedure is a series of steps or actions that need to be followed in order to achieve a specific outcome.

Option D specifies that the store manager requires all employees to clean their workstations at the end of each shift, indicating a clear, consistent, and repeatable set of actions (steps) that employees must follow, which is the essence of a procedure.

References:

* Managing Human Capital Textbook

* SHRM (Society for Human Resource Management) guidelines on procedures

NEW QUESTION # 53

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

Answer: A

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.

