

Managing-Human-Capital Related Certifications, New Managing-Human-Capital Exam Pdf

WGU C202 MANAGING HUMAN CAPITAL EXAM 2024 | ALL CURRENT VERSIONS AND A STUDY GUIDE | ACCURATE AND WELL DETAILED QUESTIONS AND ANSWERS | VERIFIED FIR GUARANTEED PASS

Compensation including free meals, vacation time, and health insurance is called _____. - CORRECT ANSWER indirect financial compensation

Rewards and incentives given to employees that are not financial in nature, including intrinsic rewards received from the job itself or from the work environment, are called _____. - CORRECT ANSWER nonfinancial compensation

When a company creates new HRM initiatives to strengthen employees' ethical awareness and company culture to enhance its competitive advantage, it is managing _____. - CORRECT ANSWER strategic risk

HRM affects the speed and effectiveness of talent acquisition as well as the development of employees' skills and the identification and retention of top performers. These and other HRM activities that can directly influence the organization's success or failure are examples of _____. - CORRECT ANSWER operational risk

When new HRM processes reduce the cost of hiring employees, they have reduced its _____. - CORRECT ANSWER financial risk

Thinking through the ramifications of an employment-related decision in terms of legal risk, particularly in the areas of diversity, health and safety, union relations, whistleblowers, and harassment, is an example of managing _____. - CORRECT ANSWER compliance risk

To expand internationally, _____ have been common organizational strategies. - CORRECT ANSWER mergers and acquisitions

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Now in such society with a galaxy of talents, stabilizing your job position is the best survival method. But stabilizing job position is not so easy. When others are fighting to improve their vocational ability, if you still making no progress and take things as they are, then you will be eliminated. In order to stabilize your job position, you need to constantly improve your Managing-Human-Capital professional ability and keep up with the pace of others to let you not fall far behind others.

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"> • 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"> • 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 5	<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.

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WGU Managing Human Capital C202 Sample Questions (Q67-Q72):

NEW QUESTION # 67

What is an example of a situational interview question?

- A. "How would you handle a scenario in which you are asked to do something that goes against company policy?"
- B. "How have you handled a situation in which you and a coworker could not cooperate and had to get management involved?"
- 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: A

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 # 68

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

- A. By utilizing interviewers who are friendly and personable
- B. By assessing a variety of interpersonal skills through unstructured interviews
- C. By asking personal questions to better understand a candidate
- **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 # 69

What makes an organization a closed union shop?

- A. It allows employees to choose whether they join a union.
- B. It considers only nonunion employees for promotions.
- C. It has a policy against union membership for employees.
- **D. It hires and employs current union members exclusively.**

Answer: D

Explanation:

A closed union shop is a type of union security agreement where an employer agrees to hire only individuals who are already members of a union. This means that all employees must be union members before they can be employed by the organization. This arrangement ensures that all workers are unionized, thereby enhancing the union's negotiating power and ensuring collective bargaining coverage for all employees. Closed shop agreements are less common today due to various legal restrictions in many jurisdictions.

References:

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

* Gould, W. B. (2019). A Primer on American Labor Law. Cambridge University Press.

NEW QUESTION # 70

Which scenario is an example of inclusion?

- A. The majority of a department works well together, but opinions and requests are ignored by some.
- B. A manager picks 2 of 10 employees to work on a project.
- **C. A department works together on a project, and ideas are freely shared.**
- D. A manager of a department works on a project independently.

Answer: C

Explanation:

Inclusion in the workplace refers to creating an environment where all employees feel valued, respected, and have equal access to opportunities and resources. An inclusive scenario is one where team members collaborate, and everyone's ideas and contributions are considered. This encourages a sense of belonging and leverages the diverse perspectives of the entire team, leading to enhanced innovation and team performance.

The given example demonstrates this by showing a department where collaboration and open sharing of ideas are practiced.

References:

* Roberson, Q. M. (2006). Disentangling the meanings of diversity and inclusion in organizations. Group & Organization Management.

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

NEW QUESTION # 71

What is the difference between sourcing and recruiting?

- A. Sourcing identifies the best applicants to meet staffing goals, and recruiting takes steps to convert potential candidates into applicants.
- B. Sourcing focuses on factors external to an employer, and recruiting focuses on factors internal to an employer.
- C. Sourcing is a strategy to attract candidates to an employer, and recruiting is a process for making employers desire certain candidates.
- D. Sourcing relies on interpersonal skills to attract candidates to apply for positions, and recruiting is a process for identifying talent pools.

Answer: A

Explanation:

Sourcing and recruiting are two distinct but interrelated steps in the hiring process. Sourcing involves identifying and attracting potential candidates who have the skills and qualifications necessary to meet the organization's staffing needs. This process can include searching for candidates through various channels such as job boards, social media, networking events, and employee referrals. Once a pool of potential candidates is identified, the recruiting process begins. Recruiting involves engaging with these candidates, assessing their suitability for the role, and encouraging them to apply for the open positions. This includes activities such as conducting interviews, evaluating applications, and managing the offer process. By differentiating between sourcing and recruiting, organizations can streamline their hiring processes and ensure they attract and hire the best possible talent. References

* Phillips, J. M., & Gully, S. M. (2015). "Strategic Staffing." Pearson Education.

* SHRM. "Sourcing Candidates."

NEW QUESTION # 72

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