

Managing-Human-Capital Testking - Managing-Human-Capital Prüfungen

Managing Human Capital

[webtext.com/courses/29525/traditional_book/chapters/5926455-performance-management/pages/5971589-chapter-8](https://www.webtext.com/courses/29525/traditional_book/chapters/5926455-performance-management/pages/5971589-chapter-8)

This page contains an overview of the main ideas from Chapter 8. Use the chapter's learning objectives and key takeaway points to complete the downloadable chapter review.

Performance Management

In this section, you will review information about performance management and use it to build your chapter review. **Objectives:**

- Describe the benefits of performance management.
- Explain why feedback is important to goal accomplishment.

Performance management identifies organizational goals, measures effectiveness and efficiency in obtaining those goals, and communicates this information to the relevant performer (i.e., an organization, business unit, workgroup, or individual). Performance management accomplishes the following:

- **It aligns organizational goals with team and individual goals.** The right things are being done in the right way to achieve meaningful results.
- **It gives employees clear goals and feedback.** Letting employees know what they should be doing and how they are doing it so they can improve.
- **It generates useful data.** The data obtained from performance measurements (e.g., benchmarking metrics, change efforts, ROI) are useful in benchmarking metrics, revealing change efforts, and calculating return on investment.

Chapter Review: Performance Management

Use the writing template to complete the table on performance management for your downloadable chapter review.

WRITING TEMPLATE

Explain why each of the main reasons given for performance management is important.

Performance Management	Importance
1. Aligns organizational goals with team and individual goals	
2. Gives employees clear goals and feedback	

1/5

Außerdem sind jetzt einige Teile dieser Zertprüfung Managing-Human-Capital Prüfungsfragen kostenlos erhältlich:
<https://drive.google.com/open?id=1VUuwuIF-tYBrkD4IE7qxBzXZgvoSC38>

Sie können im Internet teilweise die Fragenkatalogen zur WGU Managing-Human-Capital Zertifizierungsprüfung von Zertprüfung kostenlos herunterladen. Dann werden Sie mehr Vertrauen in unsere Produkte haben. Sie können sich dann gut auf Ihre WGU Managing-Human-Capital Zertifizierungsprüfung vorbereiten. Schicken bitte schnell die Produkte von Zertprüfung in den Warenkorb.

Unser Zertprüfung gibt viele Mühe aus, um den Kandidaten den besten und effizienten Service zu bieten. Heutzutage ist hohe Effizienz ein beliebtes Thema. So hat Zertprüfung die effizienten Schulungsunterlagen für den Kandidaten entworfen, so dass Sie die Kenntnisse über WGU Managing-Human-Capital Zertifizierung schnell meistern und gute Leistungen in der Prüfung erzielen. Die Schulungsunterlagen zur WGU Managing-Human-Capital Zertifizierungsprüfung von Zertprüfung können den Kandidaten viel Zeit und Energie ersparen. Und die Kandidaten können deshalb mehr Geld verdienen.

>> Managing-Human-Capital Testking <<

Managing-Human-Capital Prüfungen & Managing-Human-Capital Ausbildungsressourcen

Viele Kandidaten, die sich auf die WGU Managing-Human-Capital Zertifizierungsprüfung vorbereiten, haben auf anderen Websites auch die Online-Ressourcen zur WGU Managing-Human-Capital Zertifizierungsprüfung gesehen. Aber unser Zertprüfung ist eine einzige Website, die von den professionellen IT-Experten nach den Nachschlagen bearbeiteten WGU Managing-Human-Capital

Prüfungsfragen und Antworten bieten. Wir versprechen, dass Sie mit unseren Schulungsunterlagen die WGU Managing-Human-Capital Zertifizierungsprüfung beim ersten Versuch bestehen können.

WGU Managing-Human-Capital Prüfungsplan:

Thema	Einzelheiten
Thema 1	<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.
Thema 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.
Thema 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.
Thema 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.
Thema 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.

WGU Managing Human Capital C202 Managing-Human-Capital Prüfungsfragen mit Lösungen (Q38-Q43):

38. Frage

What makes an organization a closed union shop?

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

Antwort: B

Begründung:

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.

39. Frage

Which employee is experiencing functional stress?

- A. Employee C feels challenged to have the opportunity to work on a significant project for the senior leadership team.
- B. Employee B is reluctant to ask a work question because the manager can be harsh.
- C. Employee D feels confused due to having various conflicting priorities.
- D. Employee A is happy to complete standard daily tasks on time.

Antwort: A

Begründung:

Stress in the workplace can be categorized as either functional (positive) or dysfunctional (negative). According to Human Resource Management, 16th Edition by Gary Dessler, functional stress—also known as challenge stress—occurs when moderate levels of pressure motivate employees to perform at higher levels, learn new skills, and grow professionally.

In this question, Employee C is experiencing functional stress because being assigned a significant project for senior leadership presents a meaningful challenge. This type of stress can enhance focus, creativity, and job engagement, especially when employees perceive the challenge as an opportunity rather than a threat. Dessler explains that such stress can improve performance when it is manageable and supported by adequate resources.

The other options describe dysfunctional stressors. Fear of a harsh manager, confusion due to conflicting priorities, and routine tasks without challenge either create anxiety or fail to stimulate growth. Therefore, Employee C best represents functional stress.

Source:

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

40. Frage

How can exit interviews be used to reduce voluntary turnover?

- A. To identify causes and improve current conditions
- B. To determine why employees were fired
- C. To ensure equitable departure processes
- D. To track potential wrongful termination conditions

Antwort: A

Begründung:

Exit interviews are an important tool for understanding employee turnover. According to Human Resource Management, 16th Edition by Gary Dessler, exit interviews are most effective when used to identify the underlying causes of employee departures and to guide improvements in current workplace conditions.

Dessler notes that while exit interviews cannot prevent the departure of the exiting employee, they provide valuable insights into organizational weaknesses such as poor supervision, inadequate pay, limited advancement opportunities, or unsatisfactory working conditions. When organizations systematically analyze exit interview data, they can identify patterns and take corrective action to reduce future voluntary turnover.

Exit interviews are not designed to investigate wrongful termination or to determine why employees were fired, as they are typically conducted during voluntary separations. Ensuring equitable departure processes is an administrative concern, not a retention strategy. Thus, the primary value of exit interviews lies in identifying causes of turnover and improving organizational practices.

Source:

Gary Dessler, Human Resource Management, 16th Edition, Chapter on Employee Retention, Turnover, and Exit Interviews

41. Frage

How can an employee handbook assist employees?

- A. It creates laws that must be followed.
- B. It prevents the employer from being sued.
- C. It contains employees' individual performance goals.
- D. It communicates policies against discrimination.

Antwort: D

Begründung:

An employee handbook can assist employees by communicating the company's policies against discrimination. It serves as a

reference document that outlines the company's expectations, policies, and procedures, including those related to anti-discrimination, thus helping employees understand their rights and obligations.

References:

* Managing Human Capital Textbook

* SHRM (Society for Human Resource Management) guidelines on employee handbooks

42. Frage

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

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

Antwort: B

Begründung:

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.

43. Frage

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