

WGU C202 Managing Human Capital

Exam Study Questions and Answers

(350 Qs & As)

1. The sum of all the rewards an employee receives in exchange for their time, efforts, and performance is referred to as _____ . **ANS** the total rewards

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2. When evaluating an employer's job offer, it is best to consider the _____ . **ANS** total rewards

3. Strategically managing human resources helps an organization manage which four types of risk? **ANS** Strategic, operational, financial, and compliance

4. How a firm will compete in its marketplace is based on the firm's

_____strategy. **ANS** business

5. Strategic HRM aligns a company's values and goals with the

_____, _____, and _____ of employees. **ANS**

behaviors; values; goals

6. Who is responsible for managing organizational change? **ANS** Human

resource managers

7. what is the organizational function of HRM? **ANS** Attracting, hiring,

developing, rewarding, and retaining talent

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8. In order to maximize its effectiveness, an organization must _____ the

right talent. **ANS** acquire, develop, deploy, and retain

9. Understanding how to effectively use HRM tools can help you become a

better _____. **ANS** manager

10. HRM influences organizational performance through its influence on what

employees_____ . **ANS** could do, can't do, and wont do

11. Many of the laws that affect HRM are necessary because of past employment_____ in the United States. **ANS** discrimination

12. Which HRM function influences the capabilities of an organization's employees by improving employees' skills to meet changing business needs? **ANS**

ANS –Training

13. People do what they are_____ for. **ANS** rewarded

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14. Rewards include anything_____ by the employee **ANS** valued

15. Staffing, performance management, training and development, rewards and benefits, health and safety, and employee-management relations are all the functions of_____. **ANS** human resource management

16. staffing is the process of planning, acquiring, deploying, and retaining

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employees that enables the organization to meet its talent needs and execute

its_____. **ANS** business strategy

17. separations due to poor performance, layoffs or restructuring, as well as employees quitting are also part which HRM function? **ANS** staffing

18. Supervisors must be trained to conduct job interviews and terminations in accordance with_____. **ANS** state and federal law

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