

WGU C202 Managing Human Capital Exam

Questions and Answers

- 1. Why might HRM place limited importance on distributive fairness in the hiring process?** **ANS** Only those hired tend to appreciate the outcomes of the process.
- 2. Which step in an effective training program involves determining the best setting, methods, and materials to be used?** **ANS** Designing training systems
- 3. Which type of training includes both role-playing and action learning?** **ANS** Ex-periential training
- 4. During which level of Kirpatrick's training evaluation might participants take a test on the training materials?** **ANS** learning
- 5. An example of opportunity bias:** **ANS** A manager gives an employee low performance ratings as a result of a failed project, even though the failure was of outside factors.
- 6. What is a critical factor in creating a culture of safety?** **ANS** A commitment of

learnexams

an organization to the protection and well-being of its employees.

7. **What is the influence tactic that enhances one's formal authority to make a request by referring to precedents, rules, contracts, or other official documents** **ANS** Legitimizing

learnexams

8. Which act was intended to curb common work stoppages, strikes, and general labor conflict **ANS** Wagner Act

9. What is a disadvantage of a pay-for-performance plan **ANS** It could promote unintended consequences.

10. Which type of a benefit are domestic partner benefits **ANS** optional

11. What is the goal of an organization that offers the benefits of wellness program, flextime, and personal days **ANS** To decrease employee absenteeism

12. What factors may increase a company's voluntary turnover **ANS** Good economic environment

learnexams

13. What is an example of workforce redeployment **ANS**: A firm assigning a Java IT expert to a new client requesting a Java IT engineer.

14. What can be reinforced or undermined by its fit with the organization's business strategy **ANS** Culture

15. Which type of culture emphasizes creativity, innovation, and risk taking? **ANS** entrepreneurial

16. What type of culture is commonly associated with rules and formal struc-