

# WGU C202 Managing Human Capital Exam

## Questions and Answers 2022/2023

**1. What is the goal of affirmative action>>** To seek to remedy past practices that innately caused an adverse effect on applicants

**2. A female employer is accused of having an employment practice that negatively impacts women. The employer responds that she has the same requirements for male and female applicants and wants to hire other women.**

**Why is this case a potential demonstration of adverse impact>>**

Adverse impact is unintentional and relates to policies applied to all employees.

**3. Which protected classes must a company set hiring goals for under Executive Order 11246>>** Minorities and women

**4. Which legislation promotes practices that reduce discrimination against a wide variety of protected classes>>** Title VII of the Civil Rights Act

**5. What is the minimum number of employees an organization must have to be required to follow the Family and Medical Leave Act (FMLA) of 1993 >> 50**

**6. Which law guarantees that a woman can take unpaid time off following the birth of her child without fear of losing her job >> The Family and Medical Leave Act of 1993**

**7. What is the goal of the Uniformed Services Employment and Reemployment Rights Act of 1994 >> To prevent discrimination against employees who may be called into active military service**

**8. Which situation is an example of a managerial ethical dilemma >> Being asked to directly supervise a family member**

**9. A human resource manual specifies that employees cannot be terminated or punished for refusing to follow an illegal request made by a supervisor.**

**Which standard is being applied to resolve this ethical dilemma >>**

Rights standard

**10. How does an organization's human resource strategy support the organization's business strategy >>** By helping it to acquire, develop, and retain the talent needed to fulfill its strategy

**11. What is a primary function of human resource management >>**  
Retaining talent

**12. Which primary goal is being realized when an organization has a sufficient, productive workforce to execute a company's mission >>** Human resource management