

## WGU C202 Objectives Assessment Exam Questions and Answers

### (Verified Answers)

1. Which situation is an example of a managerial ethical dilemma

**ANS** Being asked to directly supervise a family member

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

Rights standard

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

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4. A female employer is accused of having an employment practice that negatively impacts women. Employer responds that she has the same requirements for male/female applicants and wants to hire other women. Why is this case a potential Adverse Impact **ANS** Adverse impact is UNINTENTIONAL and relates to policies applied to ALL employees.

Unintentional.

Same standards for everyone.

5. Which protected classes must a company with for hiring goals for under Executive Order 11246 **ANS** Minorities and Women.

6. An employer terminates an employee for being unattractive and putting less effort in personal appearance. Why is this permitted under an At-Will employment relationship **ANS**

An employer can terminate an employee for an immoral reason.

7. Which law guarantees that women can take unpaid time off following the birth of a her child w/o fear of losing job **ANS**

Family and Medical Leave Act of 1993.

8. What is the goal of the Uniformed Services Employment and Reemployment Rights Act of 1994 **ANS**

To prevent discrimination against employees who may be called into active military service.

9. Which event should be covered under Worker's Comp

**ANS** Breaking an arm while at work.

10. How does an organization's human resource strategy support the organization's business strategy **ANS**

By helping it to Acquire, Develop, and Retain the talent needed to fulfill its strategy.

11. What is the primary function of HRM **ANS**

Retaining talent.