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SHRM-CP Practice test A Questions and Answers

When employees leave work early or purposefully work at a slow pace, they are engaging in

- a. property deviance
- b. production deviance
- c. political deviance
- d. personal aggression - correct answer a. production deviance

In which business structure do partners exist mainly as investors, without much influence on daily operations?

- a. Limited liability partnership
- b. sole proprietorship
- c. general partnership
- d. joint venture - correct answer a. limited liability partnership

Which pieces of legislation declared that back pay awards cannot be a part of compensatory damages?

- a. Civil Rights Act of 1964
- b. Civil Rights Act of 1991
- c. Equal Employment Opportunity Act of 1974
- d. Americans with Disabilities Act of 1990 - correct answer b. Civil Rights Act of 1991

The SMART model outlines the important characteristics of

- a. forecasting studies
 - b. employee training
 - c. effective recruiting
 - d. organizational goals - correct answer d. organizational goals
- SMART- specific, measurable, achievable, realistic, timely

Name one consequence of the Clayton Act of 1914.

- a. Workers retained the right to organize
 - b. The Sherman Act was applied to unions
 - c. Employers could not always use injunctions to break strikes
 - d. Federal contractors must pay the going rate for workers - correct answer c. Employers could not always use injunctions to break strikes
- Intended to protect the free market from a monopoly.

Which of the following statements about performance appraisal is false?

- a. ranking is a good method for appraising large groups of employees
- b. focal review programs include all of the employees in an organization
- c. force ranking systems assume that most employees are neither exceptionally good nor exceptionally bad

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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which of the following might be an example of Transactional Leadership?

- A. A manager sets monthly goals for his department and offers motivational rewards to employees if they accomplish these goals.
- B. A manager has a series of tasks that need to be completed and assigns each employee a task, based on the employee's particular skill sets.
- C. A manager allows employees to determine where they fit best within the department and encourages them to work at their own pace.
- D. A manager takes the time to sit down with each employee and assist him in utilizing individual skills within the department.

Answer: A

Explanation:

Explanation: Transactional leadership occurs when a leader offers some form of a transaction as the result of meeting a goal; in other words the manager is utilizing transactional leadership by offering a reward if employees complete certain monthly goals. Answer choice B reflects a coaching style of leadership. Answer choice C reflects more of a directive style of leadership. Answer choice D reflects a laissezfaire style of leadership.

NEW QUESTION # 24

Which of the following is not considered a statutory deduction?

- A. Social Security
- B. Federal income tax
- C. Union dues
- D. State income tax

Answer: C

Explanation:

Explanation: Social Security, state income tax, and federal income tax are considered statutory deductions. Union dues are not considered statutory deductions, although they may be provided for in some states.

NEW QUESTION # 25

Which of the following is not a recognized type of picketing?

- A. Organizational
- B. Recognitional
- C. Petitional
- D. Informational

Answer: C

Explanation:

Explanation: A "petitional" form of picketing does not exist. The recognized forms of picketing are as follows: organizational, informational, and recognitional.

NEW QUESTION # 26

The Fair Labor Standards Act (FLSA) retains a certification of age for all employees for how long?

- A. 1 year
- B. 5 years
- C. 3 years
- **D. Until employee termination**
- E. 2 years

Answer: D

Explanation:

Explanation: The Fair Labor Standards Act requires that companies maintain a certification of age on file for all employees until their employment is terminated. The certification of age simply shows that the employee can legally work for the company in the capacity in which he or she was hired. Once the employment has been terminated, it is no longer necessary to maintain a certification of age. Answer choices A, B, C, and D all represents time periods that could be true depending on the time that an employee is with a company, but they are not technically correct based on the wording of the law.

NEW QUESTION # 27

Which of the following represents an occasion when picketing would be illegal?

- A. When a union tries to encourage nonunion employees to join the union
- B. When employees make efforts to inform the public about the employer's position regarding unions
- C. When employees try to provide potential customers with information about business practices
- D. When a union attempts to encourage the employer to recognize union representation
- **E. When an election for union representation has occurred within a 12month period**

Answer: E

Explanation:

Explanation: Though picketing is legal under certain circumstances, one instance when picketing is illegal occurs when an election for union representation has occurred within a 12month period. Answer choices B, C, D, and E are all incorrect because they represent occasions when picketing would be considered legal.

NEW QUESTION # 28

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