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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q41-Q46):

NEW QUESTION # 41

Recent laws now extend privacy standards to employees regarding OSHA forms. Apart from the employee's specific request, in which of the following cases would it be legally advisable to label the employee's file with a case number instead of the employee's name on OSHA Form 300?

- A. An employee develops the flu after receiving a flu vaccine in the workplace
- **B. An employee develops hepatitis in the workplace**
- C. An employee receives a head injury in the workplace
- D. An employee develops food poisoning in the workplace

Answer: B

Explanation:

Explanation: Given the sensitive nature of the disease, the contraction of hepatitis, even in the workplace, would be grounds for the employer to use a case number instead of the employee's name. Unless an employee specifically requests a case number, there is no need to assign one to a case file in any of the following situations: an employee contracts the flu after receiving a flu vaccine in the workplace, an employee develops food poisoning in the workplace, or an employee receives a head injury in the workplace.

NEW QUESTION # 42

A labor union must deal with several different employers. The union decides to negotiate with the employers one at a time, hoping to achieve successively better deals. What strategy is this union using?

- A. positional bargaining D. multiunit bargaining
- B. integrative bargaining
- **C. parallel bargaining**

Answer: C

Explanation:

Explanation: This labor union is using a parallel bargaining strategy. Parallel bargaining is often used when the union believes that one particular employer will agree to an especially favorable deal. By negotiating this deal first, the union can set a standard that other employers will reluctantly meet. In the integrative bargaining approach, the union and employers lay all the facts on the table and compromise. In positional bargaining, the union and the employer are adversaries, each side using its leverage to get as much as possible. In multiunit bargaining, a single employer must deal with multiple unions representing different job groups.

NEW QUESTION # 43

In which of the following types of employee rating systems is each employee's performance viewed in the context of another employee's performance?

- **A. Paired comparison**
- B. Nominal scale
- C. Forced distribution
- D. Ranking

Answer: A

Explanation:

Explanation: In a paired comparison, each employee's performance is viewed in the context of another employee's performance. A forced distribution usually results in rating employees along a bell curve. A ranking system is usually better for a smaller group of employees but can be difficult to organize with a larger group. A nominal scale is not recognized as a type of employee rating system.

NEW QUESTION # 44

During which phase of the strategic planning process would a SWOT analysis be most useful?

- A. adjustment
- B. evaluation
- **C. environmental scan**
- D. construction

Answer: C

Explanation:

Explanation: A SWOT analysis would be most useful during the environmental scanning phase of the strategic planning process. During this phase, the strategy team tries to get the most accurate picture of the current state of the organization. A SWOT (strengths, weaknesses, opportunities, and threats) analysis is a common template for organizational self-assessment. It is a useful format because it requires planners to consider both internal (strengths and weaknesses) and external (opportunities and threats) factors.

NEW QUESTION # 45

The point factor method is used to

- **A. identify the most important positions in an organization.**
- B. create fair performance incentives.
- C. ensure compliance with OSHA regulations.
- D. incentivize waste elimination.

Answer: A

Explanation:

Explanation: The point factor method is used to identify the most important positions in an organization. In this method, organizational leaders assign a certain number of points to each organization depending on various factors, as for instance the responsibility, the education required, and the working conditions. The total number of points assigned to each job group indicates its significance to the organization.

NEW QUESTION # 46

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