

# New SHRM-CP Exam Questions - SHRM-CP Test Engine Version

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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 (Q40-Q45):**

### **NEW QUESTION # 40**

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

- A. production deviance.
- B. personal aggression.
- C. political deviance.
- D. property deviance.

**Answer: A**

Explanation:

Explanation: When employees leave work early or purposefully work at a slow pace, they are engaging in production deviance. In other words, they are intentionally performing at a less than optimal rate. Property deviance is the destruction or damaging of company equipment. Property deviance also includes misrepresentation of hours worked, since the time during which the employee claims to be working is technically the property of the company. Political deviance is dysfunctional interpersonal behavior, as for instance spreading rumors or undermining the authority of superiors. Personal aggression includes antisocial and even criminal behaviors like stealing, sexual harassment, and physical violence.

### **NEW QUESTION # 41**

Which of the following is NOT defined as a major life activity by the Americans with Disabilities Act?

- A. driving
- B. sleeping
- C. personal hygiene
- D. reading

**Answer: A**

Explanation:

Explanation: The Americans with Disabilities Act does not count driving as a major life activity. According to the act, major life activities are personal care, manual tasks, seeing, hearing, eating, sleeping, breathing, learning, reading, concentrating, thinking, communicating, and working. However, a person may also be covered by the ADA when certain physical or mental impairments are present, including "any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more body systems, such as neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, immune, circulatory, hemic, lymphatic, skin, and endocrine; or ... any mental or psychological disorder, such as an intellectual disability ... organic brain syndrome, emotional or mental illness, and specific learning disabilities." (Code of Federal Regulations, 29CFR1630)

### **NEW QUESTION # 42**

After several months of meetings, the owners of Pearson Fishing Service, an oilfield service company, have agreed on an idea affecting employee health benefits. They believe their concept should be submitted to become a congressional bill. Janice, who is their human resources professional, has participated extensively in the meetings, so the company owners ask her to advise them on the necessary steps to submit the idea. Which is the first step that must be taken for an idea to be presented as a bill to Congress?

- A. Present the idea to a congressional committee for discussion
- B. Submit the idea to the House of Representatives for review
- C. Present the idea to a congressional hearing to see if it passes review
- D. Acquire signatures from a statewide petition in order to demonstrate the importance of the idea
- E. Submit the idea to a senator or representative from the congressional district

**Answer: E**

Explanation:

Explanation: This question essentially asks the student to choose the first step in the legislative process for a bill to become a law. When an idea for a bill originates from an individual or business outside of Congress, the idea must first be submitted to a member of Congress (known as MOC). This MOC may be either a senator or a representative. The MOC will then sponsor the bill by submitting it to the part of Congress where he or she works, and the bill will begin its journey through legislation. Answer choice A is incorrect because no business or individual has the ability to submit a bill to either part of Congress. That obligation belongs to the MOC. Answer choices C and E are incorrect because they again overstep the boundaries of the MOC. First the MOC must sponsor the bill; then it goes into a congressional committee and/or hearing. Answer choice D is also incorrect because a statewide petition, while valuable for some processes, plays no real part in the legislative process.

#### **NEW QUESTION # 43**

Which of the following is an example of a chemical health hazard?

- A. bacterium
- B. fungus
- C. virus
- D. **pesticide**

#### **Answer: D**

Explanation:

Explanation: A pesticide is an example of a chemical health hazard. The other three answer choices are biological health hazards. OSHA requires businesses to maintain safety data sheets related to every chemical found in the workplace. A safety data sheet outlines the components of the substance, as well as its behavior under various conditions. Most importantly, the safety data sheet indicates whether a chemical is harmful when absorbed, inhaled, or ingested, and how these dangers may be mitigated or avoided.

#### **NEW QUESTION # 44**

The EEO1 filing is required of private employers with a minimum of how many employees?

- A. 0
- B. 1
- C. 2
- D. 3

#### **Answer: A**

Explanation:

Explanation: Private employers with 100 employees or more - except for those within excluded categories - must complete the EEO1 report. The other answer choices are either too low (50 and 75) or too high (200). In the case of answer choice D, this number of employees falls well within the required reporting, but it does not reflect the minimum stated by law.

#### **NEW QUESTION # 45**

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