

L5M15 Reliable Exam Vce - L5M15 Demo Test



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CIPS L5M15 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Understand methods and behavioural factors which can influence others: This section of the exam measures skills of Category Managers and covers the influence of behavioural and interpersonal dynamics in negotiation and collaboration. It explores methods to influence individuals and groups by building trust, creating alliances, and managing conflict, ambiguity, and resistance effectively. Learners examine how attitudes, motivation, and organisational behaviour affect outcomes, including the influence of leadership style, empowerment, participation, and communication. The section emphasizes understanding how organisational structures and informal networks shape negotiation power and decision-making processes within procurement and supply environments.
Topic 2	<ul style="list-style-type: none">Understand negotiation relationships and ethics: This section of the exam measures skills of Supply Chain Professionals and covers the role of relationships, trust, and ethics within negotiations. It explains how honesty and long-term partnerships contribute to effective outcomes and examines how situational assessment affects negotiation tone and results. The section also introduces ethical considerations, including the differences between positional and principled negotiation, separating personal factors from issues, and pursuing win-win solutions. It highlights the importance of cultural sensitivity, transparency, and the avoidance of unethical practices such as bribery, corruption, or fraud within professional negotiations.

Topic 3	<ul style="list-style-type: none"> • Understand the key stages which impact on the negotiation process and outcomes: This section of the exam measures skills of Procurement Managers and covers the major phases of negotiation, from preparation to conclusion. It includes understanding how pre-negotiation planning influences success, analyzing whether to negotiate individually or as a team, and preparing with clear objectives, strategies, and intelligence. It also explores structuring a negotiation agenda, applying effective negotiation tools and tactics, handling concessions, understanding opponent motivations, managing deadlocks, and ensuring successful conclusion and documentation of agreements. Post-negotiation focus is on implementing agreements, selling outcomes to stakeholders, and monitoring performance for continuous improvement.
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CIPS Advanced Negotiation Sample Questions (Q43-Q48):

NEW QUESTION # 43

Which of the following are incentives to increase supplier performance? Select TWO

- A. Gain share
- B. Pain share
- C. Bonus payments
- D. Service credits

Answer: A,C

Explanation:

Gain share and bonus payments are positive incentives that encourage suppliers to perform beyond baseline requirements. Gain share rewards suppliers for creating mutual cost savings or innovation benefits, while bonus payments recognise exceeding service or delivery targets.

In contrast, pain share and service credits are deterrents for underperformance, not motivators.

Reference: CIPS L5M15 - Supplier Performance Incentives and Contractual Mechanisms (Domain 1.3).

NEW QUESTION # 44

What was the principal conclusion of the Hawthorne experiments?

- A. People are motivated by money.
- B. People work harder when they're being observed.
- C. People work better when the lighting is better.
- D. People are inherently lazy.

Answer: B

Explanation:

The "Hawthorne effect" suggests performance can improve simply because people know they are being studied/observed-attention and interest from management can boost engagement.

Reference: CIPS L5M15 - Motivation and behaviour: Hawthorne/Elton Mayo.

NEW QUESTION # 45

When a discussion is being driven by a consideration that has not been openly disclosed, leaving one party disadvantaged, this is

known as what?

- A. Favouritism
- B. Exaggerated claim
- C. Lack of confidentiality
- **D. Hidden agenda**

Answer: D

Explanation:

A hidden agenda involves unspoken motives or objectives influencing negotiation behaviour. Transparency and open communication help avoid mistrust and unfair advantage.

Reference: CIPS L5M15 - Unethical Behaviour in Negotiation: Hidden Agendas.

NEW QUESTION # 46

Which of the following best describes a "Skunkworks" department in an organisation?

- A. Large and powerful
- **B. Experimental and independent**
- C. Wide-ranging and positional
- D. Small and efficient

Answer: B

Explanation:

"Skunkworks" refers to a small, independent unit within an organisation that focuses on innovation and experimental projects. It operates with autonomy and minimal bureaucracy, often outside the main corporate structure, to accelerate development.

Reference: CIPS L5M15 - Innovation and Organisational Structure (Skunkworks concept).

NEW QUESTION # 47

Under what circumstances would you use parallel working with two suppliers?

- **A. When changing supplier, to ensure a smooth transition.**
- B. When maintaining good relations with an old supplier.
- C. When large orders exceed one supplier's capacity.
- D. When the item is a bottleneck item, to reduce risk.

Answer: A

Explanation:

Parallel working (or parallel running) is used when switching suppliers to ensure continuity of supply. Both suppliers operate simultaneously for a transition period until the new supplier demonstrates stability and quality.

Reference: CIPS L5M15 - Supplier Transition and Continuity Planning (Domain 1.3).

NEW QUESTION # 48

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