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Preparing for the SHRM-CP Exam requires a significant amount of time and effort. Candidates must have a thorough understanding of HR principles and practices, as well as the ability to apply them in real-world situations. Many HR professionals choose to enroll in study courses or purchase study materials to help them prepare for the exam.

SHRM Society for Human Resource Management Certified Professional Sample Questions (Q348-Q353):

NEW QUESTION # 348

Ron and Marcy apply for the same job at the Brown Company. During Ron's interview, the interviewer outlines the major responsibilities of the available position, and asks Ron a series of questions about his ability to fulfill them. Marcy's interview covers much of the same ground, but the interviewer asks different questions related to Marcy's unique educational background. Ron and Marcy have participated in

- A. nondirective interviews
- B. structured interviews.
- C. patterned interviews.
- D. stress interviews.

Answer: C

Explanation:

Explanation: Ron and Marcy have participated in patterned interviews. This type of interview covers a predetermined set of subjects, but does not adhere to a script. In other words, the interviewer will know in advance what topics are to be discussed, but will not have a list of questions to be asked verbatim. Patterned interviews allow the interviewer to follow up on interesting and provocative comments, but the resulting interviews may be difficult to compare. A structured interview follows a predetermined list of questions. In a stress interview, the prospective employee is subjected to a very difficult or challenging situation. A nondirective interview is a freeform conversation that may range over any number of topics.

NEW QUESTION # 349

Which type of voluntary benefit plan goes beyond IRS guidelines and tends to be offered to shareholders and executives?

- A. Qualified plan
- B. Defined benefit
- C. Defined contribution
- D. Participation benefit
- E. Nonqualified plan

Answer: E

Explanation:

Explanation: This question describes the nonqualified plan, which provides benefits to employees such as executives and shareholders. Answer choice A is incorrect because the qualified plan provides IRS-approved tax advantages but without any extra benefits for shareholders and executives. Answer choice C is incorrect because the defined contribution plan utilizes a standard pension plan without any added benefits defined in advance. Answer choice D is incorrect because the defined benefit program starts with a pension plan and adds specified benefits to it. Answer choice E is incorrect because participation benefit is not a type of voluntary benefits plan.

NEW QUESTION # 350

How long must an executive order be published in the Federal Register before it becomes law?

- A. 60 days
- B. 30 days
- C. 1 year
- D. 6 months

Answer: B

Explanation:

Explanation: An executive order must be published in the Federal Register for 30 days before it becomes law. Executive orders are proclamations by the President of the United States. They may be challenged in the judicial system.

NEW QUESTION # 351

While interviewing a candidate, Geraldine notices that the individual's answers seem to be oddly phrased, and Geraldine ultimately notices that the candidate is trying to give her the answers that she wants, rather than offering candid answers. In this case, what type of interview bias is occurring?

- A. Halo effect
- **B. Cultural noise**
- C. Horn effect
- D. Central tendency

Answer: B

Explanation:

Explanation: Cultural noise is a type of bias in which the candidate begins responding as he believes the interviewer would prefer. For instance, for a job that requires extensive travel, a candidate might attempt to sway the odds in his favor by claiming to enjoy travel, even if he has no travel experience in other jobs (and/or might not really care to travel but hopes to get the job). The halo effect results from an interviewer focusing on a single good quality to define the candidate. The horn effect is the opposite of this; it occurs when the interviewer focuses on a single negative quality, over all other qualities, to rate the candidate. The central tendency occurs if an interviewer is unable to make a clear decision about a preferred candidate and averages their results.

NEW QUESTION # 352

Employers are legally allowed to check and review employee emails subject to which of the following requirements?

- A. No notification is required, therefore employers may check and review employee emails at any time
- B. Employers are not allowed to check or review employee emails without employee permission
- C. Evidence to suggest wrongdoing on the employee's part
- D. Immediate notification from the legal department of impending review
- **E. Written policy informing employees of potential for email searches**

Answer: E

Explanation:

Explanation: Employers are legally allowed to check and review employee email as long as they provide a written policy informing employees of the potential for email searches. Without this written policy, employers could legally file concerns about invasion of employee privacy. Answer choice A is incorrect because immediate notification from the legal department of impending review would not be sufficient. Answer choice B is incorrect because evidence of employee wrongdoing is too late for an employer to implement a search policy. Answer choice D is incorrect because notification is required. Although employers technically own the emails that employees send and receive, they are not advised to search emails without a written search policy. Answer choice E is incorrect because employers are allowed to check and review employee emails.

NEW QUESTION # 353

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