

# SHRM-SCP試験勉強攻略、SHRM-SCP試験情報

SHRM CERTIFICATION REVIEW COURSE					
PROGRAM FORMAT	HRACO SHRM CERTIFICATION REVIEW COURSE	SHRM SELF-STUDY PROGRAM NO MATERIALS	SHRM SELF-STUDY PROGRAM ONLINE & BOOKS	SHRM 3 DAY IN-PERSON PROGRAM	SHRM VIRTUAL PROGRAM
COST	HRACO Member: \$1,299.00	SHRM Member: \$820.00 Nonmember: \$1,130.00	SHRM Member: \$1,020.00 Nonmember: \$1,330.00	SHRM Member: \$1,615.00 Nonmember: \$1,875.00	SHRM Member: \$1,615.00 Nonmember: \$1,875.00
TRAVEL EXPENSES	\$0	\$0	\$0	Air, Hotel & Meals	\$0
ONLINE SHRM LEARNING SYSTEM	✓	✓	✓	✓	✓
SHRM BOOKS	✓	✗	✓	✓	✓
FACE-TO-FACE INSTRUCTION	✓	✗	✗	✓	✗
PRINTED COURSE SLIDES	✓	✗	✗	✗	✗
PRACTICE FINAL EXAM (90 QUESTIONS)	✓	✗	✗	✗	✗

BONUS!!! JPTeKing SHRM-SCPダンプの一部を無料でダウンロード: [https://drive.google.com/open?id=1bskfZiZibEP\\_xkaVD4O2uVEIhUPiLhm](https://drive.google.com/open?id=1bskfZiZibEP_xkaVD4O2uVEIhUPiLhm)

我々の目標はSHRM-SCP試験に準備するあなたに試験に合格させることです。この目標を実現するには、我が社のJPTeKingは試験改革のとともにめざましく推進していき、最も専門的なSHRM-SCP問題集をリリースしています。現時点で我々のSHRM SHRM-SCP問題集を使用しているあなたは試験にうまくパースできると信じられます。心配なく我々の真題を利用してください。

SHRM-SCP試験に合格することが、最高のキャリアの機会です。関連する証明書の豊富な経験は、企業があなたの選択のために一連の専門的な空席を開くために重要です。状況によってはあなたを助けたり破ったりすることができるこの運命的な試験について、当社はこれらのSHRM-SCP練習資料を説明責任を持って作成しました。他の場所に受け入れられる可能性が高くなり、より高い給料や受け入れが得られることを理解しています。

>> SHRM-SCP試験勉強攻略 <<

## SHRM-SCP試験情報 & SHRM-SCP全真問題集

他のたくさんのトレーニング資料より、JPTeKingのSHRMのSHRM-SCP試験トレーニング資料が一番良いものです。IT認証のトレーニング資料が必要としたら、JPTeKingのSHRMのSHRM-SCP試験トレーニング資料を利用しなければ絶対後悔しますよ。JPTeKingのトレーニング資料を選んだら、あなたは一生で利益を受けることができます。

## SHRM Senior Certified Professional (SHRM-SCP) 認定 SHRM-SCP 試験問題 (Q256-Q261):

### 質問 # 256

A company's CEO will address all employees on the closing down of the call center operations as a result of outsourcing. The HR business partner (HRBP) was tasked to help the CEO craft the message and accompanying presentation. Who is considered the source in this situation?

- A. The CEO
- B. The company
- C. The HRBP
- D. All employees

正解: A

解説:

In the context of communication theory, the source is the person who originates the message. Although the HRBP assists in crafting the message, the CEO is the one who will deliver it and is ultimately responsible for its content. Therefore, the CEO is considered the source as they are the communicator addressing all employees about the company's decision.

References:

- \* SHRM Communication Strategies
- \* SHRM Learning System for SHRM-SCP

#### 質問 # 257

A multinational manufacturing firm recently experienced a series of product line defects and supply chain shortages. At the request of the chief operating officer (COO), the firm hires a new VP of operations who worked for the COO at another company for many years. The VP is well known for achieving results quickly and efficiently. During a conference call with the COO and all operations managers, the new VP begins making angry remarks toward the managers because the VP believes they are not responding quickly to questions about the recent problems. When the managers speak the VP responds by criticizing them and speaking with a loud aggressive tone of voice. The COO advises the VP to focus on identifying the root cause of the problem rather than criticizing the managers. In response, the VP accuses the COO of being too lenient on the managers during a period of crisis that requires quick and deliberate action. After the meeting, the managers send a formal letter to the firm's regional HR director describing the VP's behavior and requesting an immediate response.

The regional HR director discovers that the VP's onboarding process was shortened because the firm needed the VP to oversee multiple high-visibility initiatives. What should the regional HR director do to ensure the VP understands the business impact of the company's leadership and culture standards?

- A. Send the VP a brief narrative summary of the company's leadership and culture standards.
- B. Ask the VP to provide a detailed summary of the VP's short-term and long-term goals for improving leadership and culture.
- **C. Meet with the VP to review the alignment between the company's standards and the VP's strategic goals.**
- D. Oversee the onboarding process to ensure the VP completes the remaining activities before taking any additional assignments.

正解: C

解説:

\* Initial Meeting: The regional HR director should schedule a one-on-one meeting with the VP to discuss the company's leadership and culture standards. This provides an opportunity to understand the VP's perspective and strategic goals.

\* Review of Standards: During the meeting, review the company's leadership and culture standards in detail. Discuss how these standards impact business operations, employee morale, and overall company performance.

\* Alignment of Goals: Identify areas where the VP's approach may not align with the company's standards. Highlight the importance of these standards in achieving long-term success and fostering a positive work environment.

\* Action Plan: Develop an action plan with the VP to ensure that their strategic goals are aligned with the company's culture and leadership standards. This may include additional training, mentorship, or adjustments to their approach.

\* Ongoing Support: Offer ongoing support and follow-up meetings to monitor progress and provide guidance as needed. Ensure the VP understands the importance of adhering to company standards and the potential business impact of their leadership style.

This approach ensures that the VP is fully integrated into the company's culture and leadership framework, which is crucial for maintaining consistency and achieving strategic objectives. This method aligns with SHRM's guidelines on effective onboarding and leadership development.

#### 質問 # 258

Sharon has calmed down and says, "Thanks. I feel a lot better. I just needed to vent to someone. Now I can go on about my day and put this behind me." What would you do next?

- A. Give a warm smile to Sharon, and say, "My door is open any time." Consider it "case closed." Sharon clearly didn't want this conflict to progress into anything more.
- B. Explain to Sharon that anything she says in your office is not confidential and that you may be looking into this further.
- **C. Thank Sharon for confiding in you, but diplomatically explain that it is not human resource's role to be a therapist.**
- D. Give a warm smile to Sharon, and say, "My door is open any time"; however, after she leaves your office, give her supervisor a call, and explain what had just happened and that she should keep an eye on things between the two.

正解: C

解説:

This conflict does not rise to the level of any type of harassment or even bullying; it sounds like normal workplace conflict between colleagues. For this reason, there is no need for a formal investigation; however, the supervisor should be made aware of the situation so that the conflict does not escalate.

#### 質問 # 259

One kind of bias that can occur during an interview is a halo bias. What is a halo bias?

- A. An interviewer observes one negative trait in a candidate and it negatively influences the perception of other traits.
- B. Interviewers tend to rank candidates higher when they are similar to themselves.
- **C. An interviewer observes one positive trait in a candidate, and it positively influences the perception of other traits.**
- D. Interviewer base a hiring decision immediately upon their first impression of the candidate.

正解: C

解説:

A halo bias is when interviewers or recruiters base their assessment of a candidate solely on one positive characteristic. A horns bias is the opposite: one perceived negative trait sours the entire interaction. A similarity bias is when interviewers are drawn to a candidate who is similar to themselves, and a first impression bias is when interviewers makes a hiring decision based solely on their initial thoughts and feelings of the person.

#### 質問 # 260

A job hazard analysis is a tool that Occupational Safety and Health Administration (OSHA) recommends to prevent workplace injury, illnesses, or accidents. When performing a job hazard analysis, who is it most important to consult with?

- A. The organization's safety of the
- B. The employees who are performing the work
- **C. OSHA**
- D. The supervisor of the employees who perform the work

正解: C

解説:

Although a supervisor may also be a good resource in assessing the dangers of the job, employees have the best familiarity with the potential hazards of their everyday responsibilities.

#### 質問 # 261

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**SHRM-SCP試験情報:** <https://www.jpctestking.com/SHRM-SCP-exam.html>

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彼に手をとられたまま店を出る、あえて誰にとってもは言わないが、したがって、貴重な証明書を所有することは彼らにとって最も重要であり、テストSHRM-SCP認定に合格することは、彼らが目標を実現するのに役立

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# SHRM-SCP試験の準備方法 | 効果的なSHRM-SCP試験勉強攻略試験 | 一番優秀なSenior Certified Professional (SHRM-SCP)試験情報

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