

SHRM-CP Lead2pass Review, SHRM-CP Formal Test

Practice Test- SHRM CP

What is Human Capital Planning? - correct answer Human Capital planning is a systematic process for identifying the resource pool and its capabilities to meet organization goals and developing the strategies to meet the requirements to fulfill those goals. A Human Management Capital plan is forward thinking; the questions asked look at the present and into the future.

What is an environmental scan and how does it pertain to strategic planning? - correct answer An environmental scan has to do with the gathering of information that will help to project company growth and development. An environmental scan helps a company to review historical data to begin the process of preparing for expected or planned growth in the company.

Why do HR professionals need to understand the legal process? - correct answer Legislation influences the relationship between employers and employees, and the human resources professional is responsible for understanding this relationship. The legislation that will affect a business often will affect the business's relationship with its employees.

What is the first step that must be taken for an idea to be presented as a bill to congress? - correct answer 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 (or MOC). This MOC may be either a senator or representative.

What is the Foreign Corrupt Practices Act of 1977? - correct answer Establishes the rules for preventing bribery and penalizing occurrences of it within corporations that exist in several countries.

What are the steps in the strategic planning process? - correct answer Environmental Scanning, Formulating strategy, Implementing strategy, Making adjustments to strategy

Democratic Leadership Style: - correct answer a type of leadership style in which members of the group take a more participative role in the decision-making process.

Coaching Leadership Style: - correct answer Coaching leaders are very effective in settings where performance or results need improvement. They help others to advance their skills; they build bench strength, and provide a lot of guidance. The coaching leadership style is most effective when followers are more responsible, experienced, and agreeable.

Transactional Leadership Style: - correct answer a style of leadership that focuses on supervision, organization, and performance; transactional leadership is a style of leadership in which leaders promote compliance by followers through both rewards and punishments.

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SHRM-CP certification exam is an excellent way for HR professionals to demonstrate their commitment to the field and their dedication to ongoing education and professional development. It is also a valuable credential for those who are looking to advance their careers and increase their earning potential. By obtaining the SHRM-CP certification, HR professionals can demonstrate their expertise and differentiate themselves in a competitive job market.

To be eligible to take the SHRM-CP exam, candidates must meet specific education and experience requirements. These include having a minimum of a bachelor's degree and at least one year of experience in an HR role. Alternatively, candidates can qualify for the exam with a high school diploma and three years of HR experience.

SHRM-CP exam covers a wide range of topics including HR management, recruitment, compensation and benefits, employee relations, and employment law. SHRM-CP Exam is designed to evaluate the candidate's knowledge of these topics and their ability to apply this knowledge in real-world situations.

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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q247-Q252):

NEW QUESTION # 247

Which of the following is NOT one of the stages of stress identified by Dr. Hans Selye?

- **A. withdrawal**
- B. exhaustion
- C. resistance
- D. arousal

Answer: A

Explanation:

Explanation: Withdrawal is not one of the stages of stress identified by Dr. Hans Selye. According to his model, the human response to stress passes through three distinct stages. At first, the body responds to stress by arousing the nervous system. During this stage, a person may be anxious or forgetful. During the resistance stage, the person will feel tired and indifferent, and may be unwilling to socialize. In the final phase, exhaustion, the body is worn out from fighting stress, and behavior becomes erratic.

NEW QUESTION # 248

Which of the following is the best definition of an employee brand?

- A. The public relations strategy for a company's success
- B. The total rewards philosophy for a company
- C. The human resources policy of marketing the company to prospective employees
- **D. A clear portrayal of the company's identity**
- E. The logo that represents a company

Answer: D

Explanation:

Explanation: An employer brand is simply a clear indication of a company's identity; it is essentially the unique characteristic(s) that define a company. An employer brand might be related to a public relations strategy (answer choice A), but it is not contained entirely within the public relations strategy. Similarly, the human resources policy of marketing (answer choice B) might reflect the employer brand, but this is not a clear definition of it. The total rewards philosophy is a separate part of a company's identity, so answer choice D is incorrect. And while the company might design a logo that reflects its employer brand, the logo is not equivalent to the brand.

NEW QUESTION # 249

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

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

Answer: B

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 # 250

In which case did the Supreme Court rule that contagious diseases should be treated as handicaps under Section 504 of the Rehabilitation Act?

- A. St. Mary's Honor Center v. Hicks (1993)
- B. Johnson v. Santa Clara County Transportation Agency (1987)
- **C. School Board of Nassau v. Arline (1987)**
- D. Martin v. Wilks (1989)

Answer: C

Explanation:

Explanation: In School Board of Nassau v. Arline, the Supreme Court ruled that contagious diseases should be treated as handicaps under Section 504 of the Rehabilitation Act. This case was based on a schoolteacher who had tuberculosis and was unable to work for a long while, during which time she was fired. The Supreme Court ruled that employers are responsible for making reasonable accommodations for employees with contagious diseases.

NEW QUESTION # 251

The components of an effective substance abuse program include all of the following except:

- **A. Targeted drug testing for employees who have substance abuse problems**
- B. Management training programs for implementing substance abuse policy
- C. Upperlevel management support for all substance abuse programs and policies
- D. Educational awareness for incoming employees regarding the company's substance abuse policy
- E. A written statement regarding the company's notolerance policy about substance abuse

Answer: A

Explanation:


Explanation: Effective substance abuse programs require that drug testing be completely fair, and targeted drug testing for employees who betray substance abuse problems would not necessarily fall under the description of "fair." Answer choices A, B, C, and D are incorrect because all represent components of an effective substance abuse program within an organization.

NEW QUESTION # 252

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