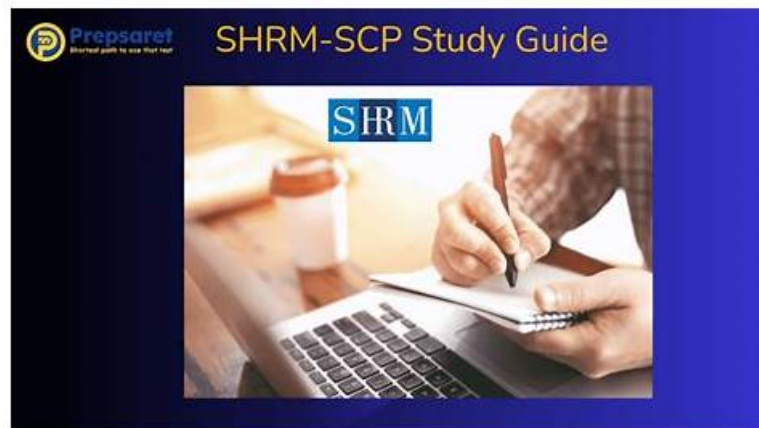


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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q61-Q66):

NEW QUESTION # 61

Which type of employee must be excluded from bargaining units as per the National Labor Relations Act (NLRA)?

- A. Seasonal employees
- B. Part-time employees
- C. Employees who work in the private sector
- D. Supervisors

Answer: D

Explanation:

Supervisors are to be excluded from bargaining units under the National Labor Relations Act (NLRA) if they have independent judgment to make personnel decisions such as hiring, terminating, or promoting.

NEW QUESTION # 62

A global manufacturing organization is dealing with a high level of attrition among machine operators as well as difficulty recruiting machine operators at a recently acquired factory. The HR director is attempting to address the issue. During exit interviews, multiple employees mention they are leaving to take higher-paying jobs at other companies in the area. The HR director of the factory in that country believes that the company needs to raise the salaries of the machine operators to address this. The HR director contacts the chief human resource officer (CHRO) to discuss the need for a salary adjustment. The CHRO is located in another country and has never been to the country where the factory is located. The CHRO reviews the most recent salary study for the region and indicates that the salaries the company is paying are competitive with other companies in the region. The CHRO also says that due to recent increases in operating expenses and declines in revenue, it would be financially irresponsible to provide raises.

If the HR director does secure a salary raise for the machine operators, how should the HR director assess whether it is effective in dealing with the machine operator recruitment and retention problem?

- A. Compare machine operator turnover statistics in the year following the raise to the year before the raise.
- B. Review time-to-fill statistics for all machinist vacancies both before and after the raise.
- C. Conduct monthly pulse surveys with machine operators to gauge the overall morale of the machine operators.
- D. Conduct focus groups with machine operators to gauge their sentiments regarding the raise.

Answer: A

Explanation:

* Objective Measurement: Comparing turnover statistics before and after the salary raise provides an objective measure of the impact of the raise on retention.

* Clear Data Analysis: This comparison allows for a clear analysis of whether the increase in salaries has led to a reduction in turnover, directly addressing the initial issue of high attrition.

* Performance Metrics: Turnover rates are a key performance metric for assessing the effectiveness of compensation strategies in retaining employees.

* Decision-Making: The data obtained from this analysis can inform future decisions regarding

* compensation and retention strategies, ensuring they are evidence-based and effective.

References:

* SHRM-SCP Exam Content Outline

* SHRM guidelines on employee retention and compensation strategy assessment

NEW QUESTION # 63

To meet eligibility for Family and Medical Leave Act (FMLA)-protected leave, an employee and employer must meet specified criteria. Which criterion is NOT an FMLA qualifier?

- A. The employer must employ at least 50 employees within a 75-mile radius.
- B. The employee must have worked at least 1250 hours in the past 12 months.
- C. The employee must have worked for the employer for at least 12 months.
- D. The employee must give the employer at least 30 days, notice of an upcoming leave.

Answer: D

Explanation:

Although 30 days' advance notice of an upcoming leave is ideal, in many instances it will not be feasible for an employee to give any advance notice. If no advance notice is given, it is not an adequate reason to deny Family and Medical Leave Act (FMLA) leave.

NEW QUESTION # 64

Which recruitment method yields applicants that have the best understanding of the advertised job opening and what it entails?

- A. Third-party recruiting
- B. Career fair
- C. Employee referrals
- D. Direct mailing

Answer: C

Explanation:

* Understanding of Job Requirements: Employee referrals typically yield applicants who have a better understanding of the job

opening and what it entails because the referring employee can provide detailed information about the role and the company culture.

* **Quality of Candidates:** Referred candidates are often of higher quality because employees are unlikely to refer someone who they do not believe will perform well or fit into the company culture.

* **Engagement and Retention:** Referred employees tend to be more engaged and have higher retention rates as they have a built-in connection within the company and a clearer expectation of the job.

* **Cost-Effectiveness:** Employee referral programs are generally more cost-effective compared to other recruitment methods as they reduce the need for extensive advertising and third-party recruiting fees.

References:

* SHRM-SCP Exam Content Outline

* SHRM guidelines on recruitment methods and employee referral programs

NEW QUESTION # 65

An HR director is preparing to meet with the company president because one of the top executives has been accused of gross misconduct. Which is the best recommendation the HR director can give the president to ensure a complete and credible investigation process?

- A. Suggest the president speak with the executive before proceeding.
- B. Contact the appropriate governmental authority.
- **C. Follow the company's standard procedure for conducting investigations.**
- D. Engage a third-party resource to conduct the investigation.

Answer: C

Explanation:

* **Standard Procedures:**

* **Consistency:** Using the standard procedure ensures that the investigation is conducted consistently, which is critical for maintaining fairness.

* **Fairness and Impartiality:** Standard procedures are designed to provide a fair and impartial process for all parties involved.

NEW QUESTION # 66

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