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SHRM-CP Practice test A Questions and Answers

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

- a. property deviance
- b. production deviance
- c. political deviance
- d. personal aggression - correct answer a. production deviance

In which business structure do partners exist mainly as investors, without much influence on daily operations?

- a. Limited liability partnership
- b. sole proprietorship
- c. general partnership
- d. joint venture - correct answer a. limited liability partnership

Which pieces of legislation declared that back pay awards cannot be a part of compensatory damages?

- a. Civil Rights Act of 1964
- b. Civil Rights Act of 1991
- c. Equal Employment Opportunity Act of 1974
- d. Americans with Disabilities Act of 1990 - correct answer b. Civil Rights Act of 1991

The SMART model outlines the important characteristics of

- a. forecasting studies
 - b. employee training
 - c. effective recruiting
 - d. organizational goals - correct answer d. organizational goals
- SMART- specific, measurable, achievable, realistic, timely

Name one consequence of the Clayton Act of 1914.

- a. Workers retained the right to organize
 - b. The Sherman Act was applied to unions
 - c. Employers could not always use injunctions to break strikes
 - d. Federal contractors must pay the going rate for workers - correct answer c. Employers could not always use injunctions to break strikes
- Intended to protect the free market from a monopoly.

Which of the following statements about performance appraisal is false?

- a. ranking is a good method for appraising large groups of employees
- b. local review programs include all of the employees in an organization
- c. force ranking systems assume that most employees are neither exceptionally good nor exceptionally bad

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SHRM-CP certification is an essential credential for HR professionals looking to advance their careers. It demonstrates a commitment to the HR profession and a dedication to staying up-to-date with the latest HR trends and best practices. Society for Human Resource Management Certified Professional certification also provides HR professionals with access to a global network of other SHRM-CP certified professionals, as well as exclusive resources and continuing education opportunities.

Achieving the SHRM-CP certification is a significant accomplishment for HR professionals, and it can lead to career advancement and increased earning potential. It demonstrates to employers and colleagues that an HR professional has the knowledge and skills needed to excel in the field and can make a positive impact on the organization.

SHRM-CP Certification Exam is administered by SHRM and is available to HR professionals worldwide. SHRM-CP Exam is designed to test the knowledge and skills of HR professionals in various areas, including strategic planning, talent acquisition, employee relations, and more. SHRM-CP exam is divided into two parts: a knowledge-based section and a situational judgment section. The knowledge-based section assesses the candidate's knowledge of HR concepts, while the situational judgment section

assesses their ability to apply these concepts in real-world scenarios.

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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q410-Q415):

NEW QUESTION # 410

Which of the following represents a legitimate reason for company management to conduct a workplace investigation?

- **A. An employee is accused of inappropriate behavior toward other employees**
- B. A supervisor reports a disagreement among coworkers in his or her department
- C. The human resources supervisor recognizes clear organizational problems within the human resources department
- D. Management becomes aware of a breach in legal compliance
- E. The company experiences a rapid reduction in the price of their stock

Answer: A

Explanation:

Explanation: If an employee is accused of inappropriate behavior toward other employees, the company management has an obligation to conduct a workplace investigation. Answer choice B is incorrect because a workplace investigation is related to activities and behavior in the workplace; a rapid reduction in the price of the stock would not require a workplace investigation. Answer choice C is incorrect because company management would not require a workplace investigation due to a breach in legal compliance. Answer choice D is incorrect because disagreements among coworkers are par for the course in the workplace. It is the substance of the disagreement that might cause a workplace investigation. Answer choice E is incorrect because management would not require a workplace investigation due to organizational problems within the human resources department.

NEW QUESTION # 411

Risk management activities for Civil Rights are covered under which of the following pieces of legislation?

- **A. EEOC**
- B. SOX
- C. OSHA
- D. SEC
- E. MSHA

Answer: A

Explanation:

Explanation: The EEOC, or the Equal Employment Opportunity Commission, is responsible for risk management activities that cover Civil Rights. The SOX (The SarbanesOxley Act) covers a company's obligation to report financial matters. OSHA (the Occupational Safety and Health Act) covers safety and health in the workplace. The SEC (Securities and Exchange Commission) covers workplace security - and primarily financial security. And the MSHA (Mine Safety and Health Administration) covers mine safety for workers in different types of mines.

NEW QUESTION # 412

Within the HerseyBlanchard (1977), there are four leadership styles: Selling, Telling, Delegating, and which of the following?

- A. Participating
- B. Guiding
- C. Motivating
- D. Directing

Answer: A

Explanation:

Explanation: The fourth leadership style as presented in the HerseyBlanchard theory is Participating. Directing and Guiding fall under the leadership style Telling; Motivating falls under the leadership style Selling.

NEW QUESTION # 413

Which of the following types of employee rating systems is usually better for a smaller group of employees but can be difficult to organize with a larger group?

- A. Nominal scale
- B. Paired comparison
- C. Ranking
- D. Forced distribution

Answer: C

Explanation:

Explanation: A ranking system is usually better for a smaller group of employees but can be difficult to organize with a larger group. In a paired comparison, each employee's performance viewed in the context of another employee's performance. A forced distribution usually results in rating employees along a bell curve. A nominal scale is not recognized as a type of employee rating system.

NEW QUESTION # 414

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

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

Answer: A

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 # 415

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