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Career Planning - ACCURATE ANSWERS✓✓ Actions & activities that individuals perform in order to give direction to their work lives.

Brain drain - ACCURATE ANSWERS✓✓ Exit of educated & skilled citizens from emerging & developing countries for better paying jobs in developed countries.

Auditory learners - ACCURATE ANSWERS✓✓ People who learn best by relying on their sense of hearing.

Andragogy - ACCURATE ANSWERS✓✓ Study of how adults learn.

Cost-of-living adjustment (COLA) - ACCURATE ANSWERS✓✓ Pay adjustment given to eligible employees regardless of performance or organizational profitability; usually linked to inflation.

Compa-ratio - ACCURATE ANSWERS✓✓ Pay rate divided by the midpoint of the pay range.

Broadbanding - ACCURATE ANSWERS✓✓ Combining several salary grades or job classifications with narrow pay ranges into one band with a wider salary spread.

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SHRM-CP (Society for Human Resource Management Certified Professional) Exam is a certification exam designed for individuals who are interested in pursuing a career in human resources management. SHRM-CP Exam is offered by the Society for Human Resource Management (SHRM) and is recognized as a valuable credential by many employers in the field of HR. The SHRM-CP Exam measures proficiency in many areas of HR, including talent acquisition, employee engagement, compensation and benefits, and HR compliance.

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SHRM-CP Exam is recognized globally as a mark of excellence in the HR profession. It is a rigorous exam that tests a candidate's knowledge in a range of areas, including HR strategy, employee relations, talent acquisition, and diversity and inclusion. SHRM-CP Exam is designed for HR professionals who have at least three years of experience in HR, and who want to take their careers to the next level.

SHRM Society for Human Resource Management Certified Professional Sample Questions (Q253-Q258):

NEW QUESTION # 253

Which type of voluntary benefits plan offers specified tax benefits for employers as well as employees and does not provide extra benefits for shareholders or executives?

- A. Cash balance
- B. Defined benefit
- C. Defined contribution
- **D. Qualified plan**
- E. Nonqualified plan

Answer: D

Explanation:

Explanation: This question describes the qualified plan, which provides IRS approved tax advantages but without any extra benefits for shareholders and executives. Answer choice A is incorrect because the nonqualified plan provides benefits to specified employees (i.e., executives) and shareholder. Answer choice B is incorrect because the defined contribution plan utilizes a standard pension plan but without the added benefits defined in advance. Answer choice D is incorrect because the cash balance plan is a combination of the defined benefit and defined contribution plan but does not fall under the immediate grouping of voluntary benefits programs. Answer choice E is incorrect because the defined benefit program starts with a pension plan and adds specified benefits to it.

NEW QUESTION # 254

Which piece of legislation made it illegal to discriminate on the basis of health?

- A. Pregnancy Discrimination Act of 1978
- B. Civil Rights Act of 1991
- C. Retirement Equity Act of 1984
- **D. Health Insurance Portability and Accountability Act of 1996**

Answer: D

Explanation:

Explanation: The Health Insurance Portability and Accountability Act of 1996 made it illegal to discriminate on the basis of health. This act is an amendment to the Employee Retirement Income Security Act of 1972. It also made it harder for insurers to deny coverage based on preexisting conditions.

NEW QUESTION # 255

The Drug-Free Workplace Act of 1988 applies to which of the following types of organizations?

- A. Government agencies
- **B. Federal contractors**

- C. Large corporations
- D. Local businesses governed under municipal laws
- E. Academic organizations

Answer: B

Explanation:

Explanation: The DrugFree Workplace Act of 1988 applies specifically to federal contractors (specifically, the contractors that make at least \$100,000). Answer choices A, C, D, and E are incorrect because they inaccurately reflect the types of organizations to which the DrugFree Workplace Act of 1988 refers. Specifically, answer choice A is incorrect because it is far too vague. A federal contractor might be a large corporation, but not all large corporations are going to be federal contractors. Answer choice C is incorrect because federal contractors might be funded through government agencies but are entirely different organizations. Answer choice D is incorrect because it simply makes no sense: all local businesses will, in some way, be governed under municipal laws. Answer choice E is also incorrect because academic organizations - like most business that are not federal contractors - are responsible for developing their own substance abuse policies for the workplace.

NEW QUESTION # 256

All of the following relate specifically to workers' compensation laws for particular industries except:

- A. FECA
- B. LHWCA
- C. BLBA
- **D. NLRA**

Answer: D

Explanation:

Explanation: NLRA, or the National Labor Relations Act of 1935, applies primarily to labor standards in the United States, as well as the relationship between employers and their workers. FECA refers to the Federal Employees Compensation Act of 1916; BLBA refers to the Black Lung Benefits Act of 1969/1977; LHWCA refers to the Longshore and Harbor Workers' Compensation Act of 1927.

NEW QUESTION # 257

The phrase unholy trinity refers to which of the following organizational controls?

- A. OSHA logs for record of workplace injuries
- B. OSHA requirements for IIPP
- C. Steps of a human resource audit
- **D. Common law doctrines for worker's compensation**
- E. Top tier leaders of the organization

Answer: D

Explanation:

Explanation: The unholy trinity refers to the common law doctrines of the fellow servant rule, the doctrine of contributory negligence, and the voluntary assumption of risk that traditionally reflected worker's compensation guidelines in the U.S. Answer choices A, B, C, and E are incorrect because they fail to provide the accurate items contained within the phrase unholy trinity.

NEW QUESTION # 258

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