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## SHRM CP Study Guide Exam With Complete Solutions 2024.

What is Human Capital Planning? - 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? - 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? - 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? - 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? - 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? - Answer Environmental Scanning, Formulating strategy, Implementing strategy, Making adjustments to strategy

Democratic Leadership Style: - 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: - 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

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## Questions?

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## SHRM Society for Human Resource Management Certified Professional Sample Questions (Q201-Q206):

### NEW QUESTION # 201

The SMART model outlines the important characteristics of

- A. organizational goals.
- B. effective recruiting.
- C. employee training.
- D. forecasting studies.

#### Answer: A

Explanation:

Explanation: The SMART model outlines the important characteristics of corporate goals. This model asserts that goals should be specific, measurable, actionbased, realistic, and timebased. In other words, they should be detailed, capable of assessment, based on concrete activities, attainable, and scheduled.

### NEW QUESTION # 202

Which of the following is NOT a source of motivation identified in McClelland's acquired needs theory?

- A. achievement
- B. power
- C. affiliation
- D. wealth

#### Answer: D

Explanation:

Explanation: Wealth is not one of the sources of motivation identified in McClelland's acquired needs theory. According to McClelland, people are driven to pursue achievement, affiliation, or power. Those who seek achievement will take some risks and listen to constructive criticism. However, these people want to ensure that they have responsibility for their work, because having a sense of ownership over the completed task is important for them. People who are motivated by affiliation seek to be accepted by their colleagues and peers. These people should not be isolated. People who seek power want to exert control over people or processes.

### NEW QUESTION # 203

What is the largest possible damage award under the Civil Rights Act of 1991?

- A. \$300,000
- B. \$50,000
- C. \$200,000
- D. \$100,000

#### Answer: A

Explanation:

Explanation: Under the Civil Rights Act of 1991, the largest possible damage award is \$300,000. Only businesses with more than 500 employees may be assessed this amount. Businesses with from 15 to 100 employees may be liable for damage awards of up to

\$50,000. Businesses with from 101 to 200 employees may be liable for damage awards of up to \$100,000. Businesses with from 201 to 100 employees may be liable for damage awards of up to \$200,000.

#### NEW QUESTION # 204

What piece of legislation led to the creation of generally accepted accounting principles (GAAP)?

- A. **Securities Exchange Act of 1934**
- B. NorrisLa Guardia Act
- C. Omnibus Budget Reconciliation Act
- D. SarbanesOxley Act

#### Answer: A

Explanation:

Explanation: The Securities Exchange Act of 1934 led to the creation of generally accepted accounting principles (GAAP). This set of accounting standards was developed by the American Institute of Certified Public Accountants. For decades, the AICPA's standards were mandatory for publicly held companies in the United States. In the past few years, however, the Securities Exchange Commission has allowed some businesses to use the standard created by the International Accounting Standards Board.

#### NEW QUESTION # 205

Which of the following types of health care plans is generally the most costly for patients but allows them to make their own selection of facilities and physicians?

- A. PPO
- B. POS
- C. HMO
- D. **FFS**

#### Answer: D

Explanation:

Explanation: An FFS, or FeeforService, plan is generally the most costly for patients but allows them to make their own selection of facilities and physicians. A PPO, or Preferred Provider Organization, plan does not require that patients first contact a "gatekeeper" for medical treatment but allows patients to choose from a broad network. A POS, or Point of Service, plan offers a network (like a PPO) but allows patients to meet with a physician outside this network and request reimbursement later on. An HMO, or Health Maintenance Organization, plan does require a "gatekeeper" but also focuses on lower health care costs for patients and care that aims to prevent higher costs later on.

#### NEW QUESTION # 206

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