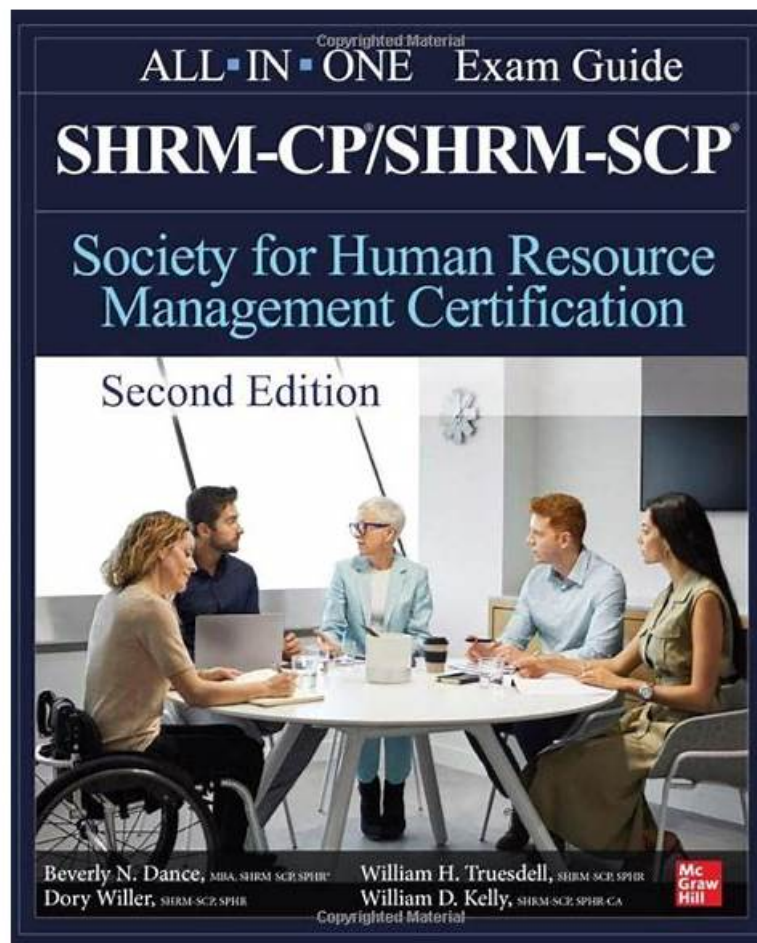


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Preparation Guide for SHRM SHRM-CP: Society for Human Resource Management Certified Professional Exam

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SHRM certifications is wonderful approach to increase your skills as a pacesetter in your workplace. It aids in upgrading your company procedures.

Certification is proof of your talents, knowledge in those areas in which you want to work. There are several suppliers in the industry who are giving these certificates. If applicant wants to work on SHRM SHRM-CP: Society for Human Resource Management Certified Professional and verify his expertise, Certification given by SHRM . This SHRM SHRM-CP: Society for Human Resource Management Certified Professional Individuals Qualification Certification assists a candidate to certifies his capabilities in data privacy Technology.

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SHRM Society for Human Resource Management Certified Professional Sample Questions (Q362-Q367):

NEW QUESTION # 362

To save costs, a call center located in Ohio has decided to outsource one of its largest departments to a country overseas. The manager of this department, Gina, has the task of informing her employees about this event. She consults the human resources professional, Silvia, about the best approach to take. What advice should Silvia give to Gina?

- A. Recommend that Gina provide all employees with a handwritten note explaining the situation
- **B. Recommend that Gina be honest and share with her employees as many facts as possible**
- C. Recommend that Gina petition the call center to retain the department by proving the employees' value
- D. Recommend that Gina assist employees in finding new positions once their jobs end

Answer: B

Explanation:

Explanation: The best way for Gina to handle this situation is to be honest and share with her employees as many facts as possible. Having Gina write notes to all employees might be a kind gesture, but it is but one step that she can take and hardly encompasses a full approach in this situation. Similarly, Silvia might recommend that Gina petition the call center to retain the department, but the move might also be entirely fruitless if the decision is made. (At this point, Gina's best option is to keep the lines of communication open with employees, rather than offering them false hopes.) And while Gina might decide to help the employees find new jobs, this is not part of her job description, nor should this be a primary recommendation. What is more, Gina would have to do this on her own time, as it would be unwise for Silvia to recommend that Gina take company time to relocate her employees to other jobs, regardless of the impending layoffs.

NEW QUESTION # 363

Which type of voluntary benefits plan relies on unknown benefits that result from investments that are gained on the retirement account?

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

- E. Nonqualified plan

Answer: C

Explanation:

Explanation: This question describes the defined contribution plan, which utilizes a standard pension plan but without the added benefits defined in advance. Answer choice A is incorrect because participation benefits do not refer to a voluntary benefits program. Answer choice B is incorrect because the nonqualified plan provides benefits to specified employees (i.e., executives) and shareholder. Answer choice C 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. And answer choice D is incorrect because it provides IRS approved tax advantages but without any extra benefits for shareholders and executives.

NEW QUESTION # 364

Which of the following would be considered primary research?

- A. journal articles
- B. books
- C. interviews performed by the researcher
- D. trend analyses

Answer: C

Explanation:

Explanation: Interviews conducted by the researcher would be considered primary research. Primary research is distinguished by having been conducted by the researcher. Secondary research, on the other hand, is created by someone else. In most cases, it is good to have a mixture of primary and secondary research.

NEW QUESTION # 365

Which of the following is not considered a voluntary benefit that employers may provide for employees?

- A. Life insurance
- B. Shortterm disability insurance
- C. Vision insurance
- D. Medicare

Answer: D

Explanation:

Explanation: Medicare is not a voluntary benefit; in other words, employers must provide it. Shortterm disability insurance, vision insurance, and life insurance are all considered voluntary benefits that the employer may choose, or not choose, to offer.

NEW QUESTION # 366

The Latin phrase respondeat superior translates to which of the following?

- A. Thrown to the lions
- B. Friend of the court
- C. With connected strength
- D. Let the master answer

Answer: D

Explanation:

Explanation: The Latin phrase respondeat superior translates to mean "let the master answer" and suggests that companies have a measure of responsibility for employee actions, if employee actions result from job responsibilities. The phrase "friend of the court" comes from the Latin amicus curiae. The phrase "with connected strength" comes from the Latin coniunctis viribus. The phrase "thrown to the lions" comes from the Latin damnatio ad bestias.

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