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>> Certification SHRM-SCP Cost <<

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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q349-Q354):

NEW QUESTION # 349

A small technology company needs to design and create a marketing campaign for a new software product it plans to offer in three months. Which type of worker should the HR manager select for the project?

- A. On-call
- **B. Contract**
- C. Part-time

- D. Temporary

Answer: B

Explanation:

- * **Project-Based Needs:** A contract worker is ideal for a project-based need such as designing and creating a marketing campaign for a new software product. They bring specific expertise and can focus entirely on the project until completion.
- * **Specialized Skills:** Contract workers often have specialized skills that may not be available within the current workforce. This is crucial for a marketing campaign that requires specific marketing, design, or technology skills.
- * **Flexibility and Cost-Effectiveness:** Hiring a contract worker provides flexibility and can be more cost-effective than hiring a full-time employee, as it eliminates the need for long-term employment costs such as benefits and taxes.
- * **Timely Delivery:** Since the project has a clear timeline (three months), a contract worker can be engaged specifically for this period, ensuring that the work is completed on time without ongoing employment obligations.

References:

- * SHRM-SCP Exam Content Outline
- * SHRM guidelines on contingent workforce management

NEW QUESTION # 350

After implementing a new performance management system and other changes, the company sees an increase in productivity. The performance of most of the developers has improved significantly. However, four developers were terminated for continuously failing to meet performance standards. The HR department is now tasked with filling the four open positions. What is an important step the HR team should take?

- A. Update current job descriptions to reflect the implementation of the new performance management system.
- B. Utilize internet recruiting to build a large pool of both active and passive candidates.
- **C. Meet with the project directors to determine the knowledge, skills, and abilities a candidate needs to be successful.**
- D. Build a strong employment brand to position the company as an employer of choice.

Answer: C

Explanation:

The HR team displays the business acumen competency by seeking information about the position that they are asked to fill. Knowing exactly what knowledge, skills, and abilities are needed helps HR recruit the right candidates. After the HR team has gained an understanding of what the ideal candidate looks like, they can utilize recruitment strategies including internet recruiting. The question does not indicate that job descriptions are outdated or whether the company already has an employment brand in place.

NEW QUESTION # 351

What would be the most effective way to calm Sharon down?

- A. Say, "She should not have taken credit. I'm sorry you had to go through that."
- **B. Guess Sharon's feelings and ask if you're correct. For example, "It sounds like you're feeling a lack of recognition and maybe disrespected by your colleague. Do I have that right?"**
- C. Suggest that she talk to her supervisor about it.
- D. Suggest that she take some time to calm down, then speak directly with her colleague, and explain how it made her feel.

Answer: B

Explanation:

When an individual is in the "red zone," an effective technique is to guess an employee's feelings and/or needs that aren't being met. This can help them articulate his/her feelings while focusing on the facts. Advice in any form to an individual in this state is usually not well received.

Once he/she has calmed down, you might ask if you can give them some advice.

NEW QUESTION # 352

At a regional power company, managers are in charge of assigning training and development opportunities to their employees. These opportunities are sponsored by the company, and employees are entitled to their regular pay while attending training and development sessions. Recently, there has been a growing number of complaints that managers were engaging in favoritism by only assigning these training and development opportunities to their favorite employees. Favoritism violates company policy, which states

that all employees must be given equal opportunities. The HR director aims to address this issue. Senior leaders at the company express a desire to eliminate training and development opportunities because they have become too costly for the company. What should the HR director do?

- **A. Conduct a cost-benefit analysis on providing training and development opportunities to employees.**
- B. Analyze industry trends on the relationship between business performance and training and development opportunities.
- C. Implement blended training approaches to decrease training costs.
- D. Survey employees on their perceived effectiveness of training and development in improving their performance.

Answer: A

Explanation:

- * Comprehensive Evaluation:
- * Cost-Benefit Analysis: This method provides a detailed assessment of the costs involved in training and development versus the benefits gained from these programs.
- * Informed Decision: The analysis helps in making informed decisions by quantifying the return on investment (ROI) of training initiatives.

NEW QUESTION # 353

A global company plans to expand into two new international markets next year. Which is the first step the chief human resource officer should take to determine what training the new workforce will need for successful expansion?

- A. Risk assessment
- B. Cost-benefit analysis
- C. Gap analysis
- **D. Business needs assessment**

Answer: D

Explanation:

When a global company plans to expand into new international markets, the first step the chief human resource officer (CHRO) should take to determine what training the new workforce will need for successful expansion is a business needs assessment. This assessment identifies the skills, knowledge, and competencies required to meet the strategic objectives of the expansion.

- * Understanding Business Goals: The CHRO needs to understand the strategic goals of the expansion, such as market entry strategy, product or service offerings, and competitive positioning.
- * Identifying Workforce Requirements: Determine the types and numbers of employees needed to support the expansion, including any specific skills or experience required for the new markets.
- * Analyzing Current Capabilities: Assess the current capabilities of the workforce and identify any gaps between existing skills and those needed for the expansion.
- * Gathering Data: Collect data from various sources, including internal reports, market research, and input from key stakeholders, to gain a comprehensive understanding of the business needs.
- * Prioritizing Training Needs: Based on the analysis, prioritize the training needs to address the most critical gaps that could impact the success of the expansion.
- * Developing a Training Plan: Create a training plan that outlines the specific training programs, timelines, and resources required to develop the necessary skills and competencies in the new workforce.

References:

- * SHRM resources on conducting business needs assessments
- * Best practices for workforce planning and training in global expansions

NEW QUESTION # 354

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