

Desktop SHRM SHRM-SCP Practice Test Software

SHRM-CP Practice Test Questions & Answers(2023)

What does the worker adjustment and retaining notification (WARN) act require? - ANSWERSAnd employer must provide affected employees with a 60 days notice of an impending layoffs or more than 50 employees

Which is not an example of an unfair labor practice - ANSWERSA. An employer declining to participate in collective-bargaining
B. an employer not making concessions during collective-bargaining
C. an employer offering benefits to employees who declined participation in a union
D. an employer closing down a location upon unionizing activity by employees
answer = b

Which is one provision of the affordable care act (ACA) regarding preventative care - ANSWERSPreventative care shall be covered at 100% it is not subject to co-pays deductibles or coinsurance

What will be your first step in initiating a human resource audit - ANSWERSDetermine the scope of the audit

Given the original reason for the human resources audit what would be the most appropriate type of audit - ANSWERSAn audit to ensure all HR functions are aligned with best practices

What approach would you take to address this sort of disconnect (complaint about no opportunity for advancement) - ANSWERSTrain the leads to encourage the engineers to assess and communicate their needs and act- pursue learning opportunities in circles

What types of human resource metrics would you calculate to quantify the severity of the issue (no room for advancement) - ANSWERSTime since last promotion

What does PEST stand for in relation to analysis framework - ANSWERSPolitical economic social technological

What would be the most effective way to calm someone who's been crying down - ANSWERSGuess their feelings and ask if you're correct for example 'It sounds like you're feeling a lack of recognition and may be disrespected by your colleagues do I have the right'

After an employee has calm down and says thanks I feel a lot better I just needed to vent what do you do next - ANSWERSGive a warm smile and say my door is open

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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q200-Q205):

NEW QUESTION # 200

A company creates a foundation to award grants to eligible nonprofit organizations to fund projects aimed at uplifting the living conditions of the local communities. Aside from the grants, the company will also assign key employees to help manage the projects. This is an example of which type of community engagement?

- A. Joint community project
- B. Financial grant
- C. Community board representation
- D. Employee volunteerism

Answer: A

Explanation:

The scenario describes a joint community project. This type of community engagement involves collaboration between the company and nonprofit organizations to achieve common goals, such as improving living conditions in local communities. The company's involvement includes both financial support through grants and the active participation of key employees in managing the projects.

* Definition: Joint community projects involve partnerships between businesses and community organizations to address social, economic, or environmental issues.

* Financial Support: The company provides financial resources in the form of grants to support the initiatives of nonprofit organizations.

* Employee Involvement: Key employees are assigned to help manage and oversee the projects, providing their expertise and skills to ensure successful implementation.

* Mutual Benefits: These projects benefit the community by addressing local needs and improving living conditions, while the company enhances its reputation, fulfills corporate social responsibility (CSR) goals, and fosters employee engagement.

* Sustainable Impact: Joint community projects often aim for sustainable, long-term impact by leveraging the strengths and resources of both the company and the nonprofit organizations.

References:

* SHRM resources on corporate social responsibility and community engagement

* Case studies on successful joint community projects and their outcomes

NEW QUESTION # 201

The CHRO keeps a pulse on how the employees feel while changes are being implemented. At first, she hears positive feedback. But later, employees start to express that the company is not doing enough. Deeper, she finds out that employees feel like the company is talking a lot about sustainability but not really living up to their vision. What should the CHRO do with this information?

- A. Sell the employees on the company's vision, and engage them more in the change initiatives.
- B. Improve communication to employees through frequent updates on the company's internal website.
- C. Ask employees to be patient and wait for the changes to be completed before making judgments.
- D. With the approval of the CEO, gather employee feedback and ideas, and organize them to formulate suggested solutions.

Answer: D

Explanation:

The CHRO displays the leadership and navigation competency by seeing potential for the company to improve, finding innovative solutions, and taking action to implement them. Through keeping a pulse on the employees, the CHRO finds out early on that employees feel like the company is not walking the talk. The CHRO takes their input seriously and uses it to develop solutions that can support the company's strategy and contribute to organizational success.

NEW QUESTION # 202

What is the type of conflict that best describes the interaction between Jane and Susan?

- **A. Dysfunctional conflict**
- B. Bullying behavior
- C. Task conflict
- D. Functional conflict

Answer: A

Explanation:

Dysfunctional conflict among employees is a detriment to the workplace and can cause absenteeism and/or turnover-this is the best descriptor of the interactions between Jane and Susan. Functional conflict is actually a beneficial type of conflict and can actually promote problem- solving and creative ideas. Bullying behavior is generally one-sided, and task conflict is isolated to a certain project or task.

NEW QUESTION # 203

When conducting a strengths, weaknesses, opportunities and threats (SWOT) analysis, what portion may be accomplished by a political, economic, social and technological (PEST) analysis?

- A. Strengths and opportunities
- B. Strengths and weaknesses
- C. Opportunities and threats
- **D. Weaknesses and threats**

Answer: D

Explanation:

A political, economic, social and technological (PEST) analysis is a method of obtaining and reviewing data from external influences to the organization.

NEW QUESTION # 204

Dependent enrollment with COBRA continuation coverage

- A. is only permitted if the primary beneficiary is enrolled.
- **B. is allowed even if the primary beneficiary is not enrolled.**
- C. is required if the primary beneficiary is enrolled.
- D. is generally not permitted in any instance.

Answer: B

Explanation:

Dependents may enroll with COBRA continuation coverage even if the primary beneficiary (employee or former employee) is not enrolled.

NEW QUESTION # 205

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