

SHRM-SCP Test Cram & SHRM-SCP Actual Test Pdf

Chapter 1: Pre-assessment Test: SHRM-CP and SHRM-SCP Already Passed

1. One of the key PEST factors that can influence an organization's global talent acquisition and retention strategies is the following question: Do tax and other socialized incentives exist that could influence hiring decisions? This factor is identified as:
A. Political
B. Economic
C. Social
D. Technological ✓✓A. Political
A. The factor that addresses whether tax or other socialized incentives exist that could influence hiring decisions is a political factor.
2. What is behavioral engagement?
A. The inherent personality-based elements that make an individual predisposed to being engaged
B. Workplace conditions or practices that can be improved through organizational interventions under management's control
C. The effort employees put into their jobs, which leads to greater value
D. When employees appear engaged but do not feel or think in an engaged way ✓✓C. The effort employees put into their jobs, which leads to greater value
C. Behavioral engagement is evident in the effort employees put into their jobs, which leads to greater value, creating higher performance from their less-engaged counterparts.
3. An employee opinion survey is a survey that:
A. Attempts to determine employee perceptions of the quality of management and the effectiveness of compensation and benefits programs
B. Attempts to measure data on specific issues such as safety procedures or work processes
C. Focuses on the employee level of satisfaction, commitment, and morale
D. Identifies quality and measure of work-life issues ✓✓B. Attempts to measure data on specific issues such as safety procedures or work processes

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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q263-Q268):

NEW QUESTION # 263

How would you describe the most effective approach to diversity recruitment?

- A. Train hiring managers and other interviewers on appropriate, and inappropriate, questionsto ask during an interview.
- B. Alter workplace practices to appeal to multiple generations of employees-leveragetechn0104, where appropriate, and train older workers on this technology.
- C. Hire more diverse employees into the workplace.
- D. **Expand advertising sources to include diversity-focused professional organizations andwebsites.**

Answer: D

Explanation:

Organizations should never base any hiring decision on race, gender, age, or any other protected visual attributes, even if the intent is to 'hire for more diversity.' Also, whereas the other two suggestions would help create a more inclusive workplace, the most effective strategy is to expand the reach of recruitment efforts toward underrepresented groups.

NEW QUESTION # 264

What is a feature of an asynchronous learning environment?

- A. Employees receive real-time feedback.
- B. Employees interact with each other in real time.
- C. **Employees can study anywhere and anytime.**
- D. Employees can access learning modules using different types of technology,.

Answer: C

Explanation:

E-learning, which is learning conducted via electronic media, can be either synchronous or asynchronous. Asynchronous learning means that employees can access the material anytime and anywhere. With synchronous learning, employees go through the training material at the same time and communicate with each other in real time.

NEW QUESTION # 265

An oil and gas company that operates globally signs an agreement to shift the operations part of the business to another organization. As a result, the company must lay off several employees. Some of the employees that must be laid off are working at headquarters while others are currently assigned to another country to support operations in the field. An HR director is tasked with developing a plan for communicating and executing the layoffs.

What should the HR director do to ensure that there is a successful transfer of knowledge from the displaced employees to those who will be retained after the layoffs?

- A. **Tell the displaced employees that they will be offered training and job placement services if they help with the transition.**
- B. Tell the displaced employees that helping with the transition will provide more time to find a job while still receiving compensation.
- C. Require the displaced employees to sign a contract that affirms that they will stay with the company during the transition.
- D. Explain to the displaced employees that they will be provided with a favorable reference in exchange for their cooperation.

Answer: A

Explanation:

* Incentivizing Cooperation: Offering training and job placement services to displaced employees provides them with a tangible benefit, making them more likely to cooperate during the transition period. This helps ensure a smooth transfer of knowledge.

* Maintaining Morale: Providing support such as training and job placement services helps maintain the morale of the displaced employees, demonstrating the company's commitment to their future success even after they leave the organization.

* Knowledge Transfer: Ensuring that displaced employees are motivated to assist with the transition helps secure the transfer of critical knowledge to the retained employees. This is crucial for maintaining operational continuity and minimizing disruptions.

* Ethical and Legal Considerations: This approach aligns with ethical best practices by offering fair and supportive measures to employees being laid off, thus potentially mitigating negative sentiments and legal risks associated with layoffs.

References:

- * SHRM-SCP Exam Content Outline
- * SHRM guidelines on managing layoffs and knowledge transfer

NEW QUESTION # 266

A call center is looking to fill some of their open management positions. They receive a total of 250 applications, of which 100 are from female candidates. What is the yield ratio of female applicants to total applicants?

- A. 60%
- B. 20%
- **C. 40%**
- D. 25%

Answer: C

Explanation:

The yield ratio is calculated by dividing the number of female applicants by the number of total applicants: $100/250 = 40\%$.

NEW QUESTION # 267

The marketing department at a large financial services company chooses five high-performing staff members every year to receive a performance award, which includes a monetary reward and recognition at an end-of-year meeting. Employees are chosen by managers in the marketing department. Each manager nominates two direct reports, and then all managers meet as a group to discuss nominees until a consensus is reached. The names of the winners are given to HR for final approval. The marketing department is preparing to begin this year's nomination process. There have been repeat winners in each of the last three years. A marketing employee files a complaint with the HR director about favoritism in the award process.

Additionally, the employee points out that newer employees rarely win the award, which lowers their morale.

New employees tend not to win because they spend a couple of years training and shadowing experienced employees before receiving tasks to perform independently.

The employee who submitted the complaint asks the HR director to provide more opportunities for new employees to be recognized. Which action should the HR manager take?

- A. Send an email to new employees each year thanking them for their contributions.
- B. Announce the names of new employees at the end-of-year meeting.
- C. Suggest managers give new employees more informal recognition which will increase the performance.
- **D. Require each years group of nominees to include at least one new employee**

Answer: D

Explanation:

* Inclusive Recognition: Including at least one new employee in the group of nominees ensures that newer employees have opportunities to be recognized, which can boost their morale and motivation.

* Diverse Perspectives: This approach encourages managers to consider the contributions of newer employees, ensuring a more diverse and inclusive nomination process.

* Development and Engagement: Recognizing new employees early in their careers can encourage their continued development and engagement, fostering a culture of recognition and growth.

* Fairness and Equity: This strategy helps address concerns about favoritism and ensures that all employees, regardless of tenure, have a chance to be recognized for their contributions.

References:

* SHRM, "Employee Recognition Programs: Best Practices," available at SHRM.org.

* SHRM, "Building an Inclusive Workplace," available at SHRM.org.

NEW QUESTION # 268

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As job seekers looking for the turning point of their lives, it is widely known that the workers of recruitment is like choosing apples--viewing resumes is like picking up apples, employers can decide whether candidates are qualified by the SHRM-SCP appearances, or in other words, candidates' educational background and relating SHRM-SCP professional skills. The reason why

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