

# SHRM's SHRM-SCP Exam Questions Provide the Most Realistic Practice with Accurate Answers

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## SHRM-SCP EXAM 1 QUESTIONS AND ANSWERS VERIFIED 100% CORRECT!!

What form of market differentiation is working with conformance standards?  
Answer- Product.

Product differentiation is considering the features of a product or the quality of what you are offering.

Porter's general strategy of a focus is the following: Answer- Providing specific services.

The focus aspect is working with very specific things that you want to highlight.

Diversification is a strategy for building a business that entails: Answer- Selling new products in new markets.

You can use diversification strategies to sell new products to different markets that you have not yet reached.

Which of these options is suitable for when you want to build your skills? Answer- Attend HR conferences, Hire a mentor with more experience, and Ask people to challenge what you are thinking.

Each option allows you to expand your knowledge and challenge yourself.

What does it mean when your employees are purposely working slowly? Answer- Production deviance.

Production deviance occurs when people work slower than usual on purpose. These people may be doing this to show they are unhappy with certain conditions or actions in the workplace.

What type of business operation occurs when the people in the work environment operate as investors but don't influence operations? Answer- Limited liability entity. Occurs when people are investors without influencing the daily operations in the workplace.

For what can you use the SMART model? Answer- The SMART points are about planning goals in the workplace. This includes working with goals that are specific, measurable, action-based, realistic, and time-based.

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### SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q175-Q180):

#### NEW QUESTION # 175

What is the practice of storing, managing, and processing data in remote, Internet-based servers commonly referred to?

- A. Locally hosted computing
- **B. Cloud computing**
- C. E-commerce
- D. Software as a Service (SaaS)

**Answer: B**

Explanation:

Cloud computing is a practice of storing, managing, and processing data in remote servers rather than a locally hosted server.

#### NEW QUESTION # 176

Assume the employee admitted that he/she began using cocaine about six months ago.

He/she says that he/she started using casually, but recently it's gotten out of control, and he/she needs help. What would be your next course of action?

- A. Offer the employee Family and Medical Leave Act (FMLA)-protected leave to enroll and attend a rehab program.
- **B. As an active drug addict, he/she is protected under the Americans with Disabilities Act, so work with him/her to find a reasonable accommodation to help him/her get clean.**
- C. Your company has a zero-tolerance policy, so his/her employment should be terminated immediately.
- D. Explain that despite the substance abuse problem, he/she will be held to the same performance standards as any other employee.

**Answer: B**

Explanation:

The most appropriate course of action would be to offer Family and Medical Leave Act (FMLA)-protected leave so the employee can attend rehab. You might also verify with your insurance to see if, and how, it is covered. Although it is true that he/she could be held to the same standards as other employees, it is important to first provide the tools for the employee to get clean. Once he/she is recovered, you may hold him/her to that standard. Additionally, current drug users are not protected under the Americans with Disabilities Act, but recovered addicts are.

#### NEW QUESTION # 177

How would you appeal to senior finance leadership and convince them of the importance of this program?

- A. Give a presentation to the senior finance leadership, and give several case studies of other organizations that had success with mentoring programs. Explain the employee morale-boosting benefits, and answer any questions they have.
- B. Start a six-month pilot program, which costs much less than the full program, and hope that its success will justify the money spent thus far.
- **C. Put together a succinct, finance-centered document with the total budget needed, how the budget will be spent, the expected impacts on employee retention, and in turn, cost savings.**
- D. Put together a comprehensive document that defines eligibility requirements, high-potential employees who may participate, a timeline, marketing material, and a communication plan.

**Answer: C**

Explanation:

Senior leaders who are focused in finance are usually most interested in how much things will cost and what the return on investment will be. Furthermore, usually their time is short and valuable, so a more succinct delivery of this information is better.

#### NEW QUESTION # 178

Which is an example of a Bona Fide Occupational Qualification (BFOQ)?

- A. An airline only hiring attractive female flight attendants to draw in more male passengers
- **B. A sheriff's of the refusing to hire police deputies over the age of 50**
- C. A fast-food restaurant with Christian values only hiring Christian employees
- D. A job applicant supplying documentation of his/her college degree

**Answer: B**

Explanation:

A Bona Fide Occupational Qualification (BFOQ) is only legitimate if it is a criterion (e.g., gender, religion, or national origin) that is required for business operations. There is a business need and safety consideration for hiring police officers and deputies who are younger than 50.

#### NEW QUESTION # 179

What is an example of a business outcome that can be measured to gauge the effectiveness of an employee engagement initiative?

- **A. Employee absences**
- B. Managerial skills
- C. Employee problem-solving abilities
- D. Employee motivation

**Answer: A**

Explanation:

The employee absence rate is a measure that can be calculated and used to assess the effectiveness of an engagement action plan. Problem-solving abilities, employee motivation, and managerial skills are not outcomes that can be measured explicitly.

#### NEW QUESTION # 180

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