

# SHRM-CP Latest Questions, Reliable SHRM-CP Learning Materials

## SHRM-CP Practice Exam Questions

A trainer is reviewing how well a training activity was received by the people in the workplace. What form of training analysis is that person using?

- A. Reaction
- B. Behavior
- C. Results
- D. Learning - correct answer A. The trainer is using a reaction plan to determine what is happening based on how people act and what might occur

A person's general knowledge and skills for work can be interpreted as:

- A. Return on investment
- B. Human capital
- C. Economic functionality
- D. Stress response - correct answer B

Joseph wants to receive a specific benefit at retirement. Jim has his employer match his regular contributions for use in retirement. What makes Jim's retirement plan different?

- A. He uses a contribution plan
- B. His retirement plan isn't defined
- C. He knows what benefits he holds
- D. He is getting the money sooner - correct answer A. Jim is using that entails him giving money to his program now with the intention of getting more money in the future.

Which of the following in the workplace could be interpreted as a "perk"?

- A. Compensation
- B. Prerequisite
- C. Benefit
- D. Incentive - correct answer D X
- B. A prerequisite is something discretionary in nature. This could be access to a company car or an in-store discount.

Social Security can be provided to American workers as:

- A. Compensation
- B. Prerequisite
- C. Benefit
- D. Incentive - correct answer B X
- C. A benefit is something that is special compensation for certain actions. This includes non-wage compensation.

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SHRM-CP certification is highly regarded in the industry and is recognized by employers worldwide. It is a testament to the candidate's expertise in the field of HRM and demonstrates their commitment to professional development. Society for Human Resource Management Certified Professional certification is also a valuable asset for HR professionals who wish to advance their careers and take on leadership roles.

SHRM-CP exam is a valuable certification for HR professionals who want to advance their careers and demonstrate their knowledge and skills in the field of HR. SHRM-CP Exam covers a wide range of HR topics, and passing it requires a significant amount of preparation and study. The SHRM-CP credential is widely recognized and respected by HR professionals and employers alike, and it can help individuals stand out in a competitive job market.

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## Reliable SHRM-CP Learning Materials, Guaranteed SHRM-CP Questions Answers

Students are given a fixed amount of time to complete each test, thus SHRM Exam Questions candidate's ability to control their time and finish the SHRM SHRM-CP exam in the allocated time is a crucial qualification. Obviously, this calls for lots of practice. Taking VCETorrent SHRM-CP Practice Exam helps you get familiar with the Society for Human Resource Management Certified Professional (SHRM-CP) exam questions and work on your time management skills in preparation for the real Society for Human Resource Management Certified Professional (SHRM-CP) exam.

SHRM-CP certification exam is an excellent way for HR professionals to demonstrate their commitment to the field and their dedication to ongoing education and professional development. It is also a valuable credential for those who are looking to advance their careers and increase their earning potential. By obtaining the SHRM-CP Certification, HR professionals can demonstrate their expertise and differentiate themselves in a competitive job market.

### SHRM Society for Human Resource Management Certified Professional Sample Questions (Q87-Q92):

#### NEW QUESTION # 87

Human resources professional Jacob conducts an evaluation that considers required changes and the outcome of those changes over the course of six months. Jacob begins with a written objective stated on the evaluation form and then returns to this objective at the end of the six months. Jacob is utilizing which of the following types of evaluations?

- A. Learning
- **B. Results**
- C. Pretest/Posttest
- D. Reaction
- E. Behavior

**Answer: B**

Explanation:

Explanation: This question describes a resultsbased evaluationan evaluation in which a goal or objective is noted in advance and then reviewed after a stated period of time. Answer choice A is incorrect because a reactionstyle evaluation usually consists of a survey of some kind, which does not apply to the situation described in the question. Answer choice B is also incorrect because the learningstyle evaluation focuses on whether or not employees actually learned required information correctly instead of whether or not a stated objective was reached. Answer choice C is a subset of answer choice B (the pretest / posttest of the learningstyle evaluation), so it is incorrect. Answer choice D is incorrect because the behaviorstyle evaluation takes a broader look at an employee's work and accomplishments instead of focusing on a stated goal and evaluating whether or not it was reached.

#### NEW QUESTION # 88

A company with 45 employees has been cited as violating one of the regulations within the Civil Rights Act of 1991. What is the maximum damage that may be awarded to an employee of a company this size?

- A. \$100,000
- B. \$300,000
- C. \$200,000
- **D. \$50,000**

**Answer: D**

Explanation:

Explanation: The maximum damage that may be awarded is based on company size, and a company with up to 100 employees may be required to pay a damage of \$50,000. The company with 45 employees falls into this category. A damage award of \$100,000 reflects a company with 101-200 employees. A damage award of \$200,000 reflects a company with 201-500 employees. A damage award of \$300,000 reflects a company with 501 or more employees.

#### NEW QUESTION # 89

A business with a minimum of how many employees is required by OSHA to provide an Injury and Illness Prevention Plan?

- A. 0
- B. 1
- C. 2
- D. 3

**Answer: A**

Explanation:

Explanation: OSHA's requirements apply almost universally to businesses with at least 11 employees. (A business with 10 or fewer employees is not expected to complete OSHA forms or even assemble an Injury and Illness Prevention Plan.) Businesses with 15 or 17 employees certainly fall within OSHA's regulations.

#### **NEW QUESTION # 90**

Which of the following is NOT an injury or illness prevention plan required by OSHA?

- A. fire prevention plan
- B. sanitation plan
- C. emergency action plan
- D. safety and health management plan

**Answer: B**

Explanation:

Explanation: OSHA does not require businesses to create a sanitation plan, though the act does require businesses to meet certain standards in this regard. OSHA does require emergency action, safety and health management, and fire prevention plans. These plans must include a summation of company policy, the process for communicating this policy, recordkeeping protocols, and identification of relevant officials.

#### **NEW QUESTION # 91**

Dalton, a human resources professional for an engineering firm, is completing a series of annual reports. During his analysis of employee status, he divides the average number of employees for the year (150) by the number of employees who left the firm during the year (8). He arrives at a rate of 18.75. What is this type of result called?

- A. Quality of hire
- B. Turnover analysis
- C. Accession rate
- D. Replacement cost

**Answer: B**

Explanation:

Explanation: Turnover analysis results from dividing the average number of employees over a given time frame by the number of employees who left the business. Accession rate is something of the reverse of this: the number of new hires when compared to the full number of employees in a business. The replacement cost shows businesses how much cost goes into hiring new employees; these costs might include overtime costs and training costs. The quality of hire is determined when a business establishes an example of a quality hire and then compares other employees or new hires against it.

#### **NEW QUESTION # 92**

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