

Efficient SHRM - SHRM-SCP - New Senior Certified Professional (SHRM-SCP) Exam Notes



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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q39-Q44):

NEW QUESTION # 39

An HR manager wants to determine if there is a correlation between an employee's score on a pre-hire assessment test and their sales performance as measured by the number of closed sales in the last quarter. What tool can he use?

- A. Pie chart
- B. Pareto chart
- C. Trend diagram
- D. Scatter diagram

Answer: A

Explanation:

A scatter diagram is used when one wants to determine if there is a correlation between variables. One axis would be the test scores, and the other axis the number of closed sales. The diagram will show a dot for each employee. If the dots resemble a line, it would suggest that there is a correlation between the two variables.

NEW QUESTION # 40

Currently, 28 states in the United States are considered "Right to Work" states. What are Right to Work laws?

- A. Legislation that provides a choice to employees with respect to union membership
- B. Legislation that allows for an employee to be terminated for any reason as long as it is not illegal
- C. Legislation that ensures employment opportunities for permanent resident aliens
- D. Legislation that forbids unionizing among employees.

Answer: A

Explanation:

In a Right to Work state, employees are able to decline union membership if they choose.

NEW QUESTION # 41

After a compensation study, the HR director learns that newly hired nurses have been paid higher wages than incumbent nurses for the past three years. Which is a cause for internal pay compression?

- A. The company has not adjusted pay ranges in light of changes in the market.
- B. The market is flooded with highly qualified candidates for nursing positions.
- C. The company allows managers to make salary decisions independent of HR.
- D. The company has not offered a cost-of-living increase recently.

Answer: A

Explanation:

Internal pay compression occurs when there is a narrow difference in pay between employees regardless of their skills or experience. This often happens when new hires are paid higher wages due to current market demands, while incumbent employees' wages are not adjusted accordingly. If the company has not adjusted its pay ranges to reflect market changes, this can lead to new hires being paid more than existing employees, resulting in pay compression.

References:

- * SHRM Compensation Data and Practices
- * SHRM Learning System for SHRM-SCP

NEW QUESTION # 42

Six months later, you have a promising human resources manager on board, and the India office seems to be running smoothly. However, as expected, there are some minor challenges with communication between the two offices. What would be the most effective practice to adopt to improve daily communications?

- A. Training provided at both locations regarding customs of the other culture-India culture training at the US location and American culture training at the Chennai location.
- B. A daily 15-minute status call at a time that is convenient for both time zones
- C. A reminder to the US location to use clear language in emails and eliminate the use of slang

- D. Institute regular video conference calls for all virtual meetings

Answer: A

Explanation:

The most effective approach to improving daily communication is a short status call that occurs every day. The attendees can discuss pressing topics for the day or just catch up, and this allows attendees to build relationships and feel connected.

NEW QUESTION # 43

In the context of Fair Labor Standards Act (FLSA), which statement is true regarding the concept of workers being "engaged to wait" versus "waiting to be engaged"?

- **A. An employee who is "engaged to wait" is effectively on duty and must be paid for that time.**
- B. An employee who is "waiting to be engaged" is usually required to remain at the workplace or nearby in case they are needed.
- C. An employee who is "engaged to wait" is generally on call and can use his/her time freely as long as they are able to make it to the workplace in the event they are called.
- D. An employee who is "engaged to wait" is relieved of duty, so he/she does not need to be paid unless he/she is called to work.

Answer: A

Explanation:

An employee who is "engaged to wait" is one who must stay at the workplace until his/her work assignment is given; therefore, he/she must be paid for that time as he/she is effectively on duty. An employee who is "waiting to be engaged" is relieved of his/her work duties, and can use his/her time freely, but must return to the workplace if a work assignment requires his/her presence.

NEW QUESTION # 44

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