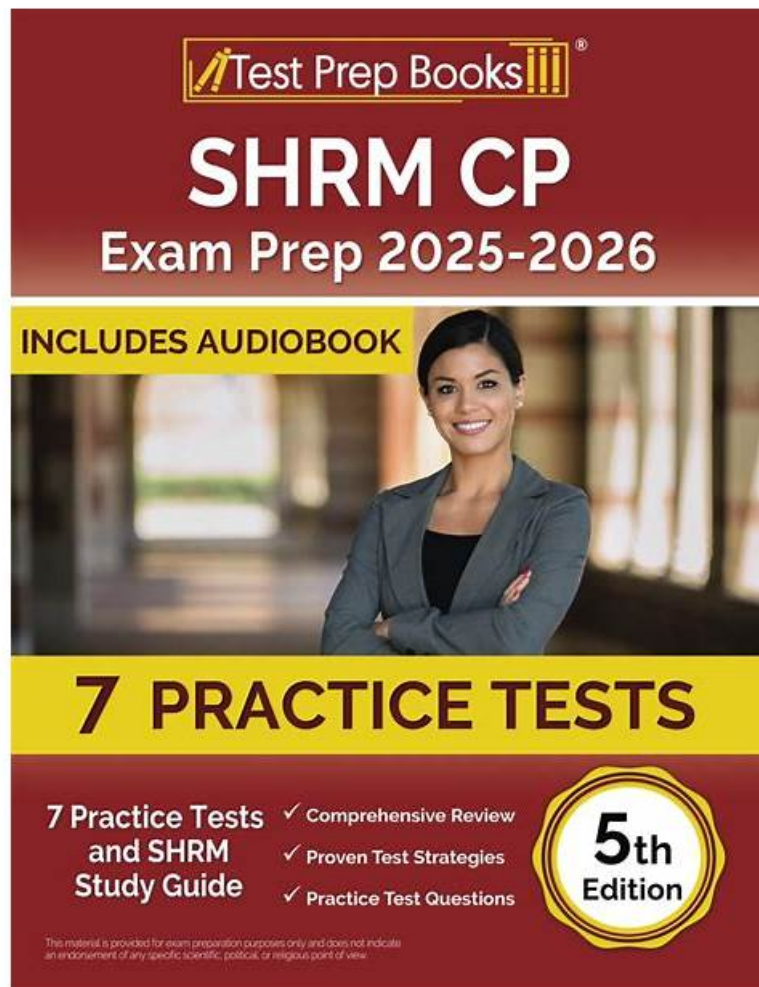


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## SHRM Society for Human Resource Management Certified Professional Sample Questions (Q243-Q248):

### NEW QUESTION # 243

The head of the administrative department for a major university has asked Raisa, a human resources professional at the school, for a teambuilding exercise that will benefit the administrative department. The administrative department is composed of employees who work closely together daily but often run into conflicts that indicate a clash of personalities. The department head hopes to find a teambuilding exercise that will improve the relationships among staff members in the department. Which of the following should Raisa recommend to the department head?

- A. Team scavenger hunts
- **B. The MeyersBriggs Type Indicator**
- C. Reallife scenario recreation
- D. Roleplaying situations
- E. A team obstacle course

**Answer: B**

Explanation:

Explanation: In the workplace, the MeyersBrigg Type Indicator is primarily used as a personality test to enable individuals to understand their personalities better and to assist staff members in appreciating how to interact with their coworkers more effectively. Due to the nature of the administrative department and its situation - employees who work together quite frequently and run into personality conflicts - the MeyersBrigg test will be Raisa's best recommendation. Answer choices A and C are incorrect because research has suggested a lack of longterm value in teambuilding activities such as obstacle courses and scavenger hunts. Answer choices B and E are also incorrect: while roleplaying situations and reallife scenarios might be beneficial to those who work in highly active and often sensitive fields, they will not necessarily be as useful for employees whose jobs is more focused around completing and maintaining paperwork for a university.

### NEW QUESTION # 244

How long after signing does an Executive Order become law?

- A. 45 days
- B. 60 days
- C. 15 days
- **D. 30 days**

**Answer: D**

Explanation:

Explanation: Unless otherwise stipulated, an Executive Order becomes law after 30 days. The other answer choices are either too low (15 days) or too high (45 days and 60 days).

### NEW QUESTION # 245

Which of the following is not a recognized type of picketing?

- A. Informational
- **B. Petitional**
- C. Organizational
- D. Recognitional

**Answer: B**

Explanation:

Explanation: A "petitional" form of picketing does not exist. The recognized forms of picketing are as follows: organizational, informational, and recognitional.

#### NEW QUESTION # 246

Which of the following is not a part of the four categories of intervention, as defined by Thomas Cummings and Christopher Worley in their book Organization Development and Change?

- A. Human process
- **B. Change management**
- C. Human resource management
- D. Strategic
- E. Technostructural

**Answer: B**

Explanation:

Explanation: The four categories of intervention, as presented by Cummings and Worley in Organization Development and Change, are Technostructural, Human Resource Management, Human Process, and Strategic. Change management is more of another way to describe intervention within an organization than it is a category of intervention.

#### NEW QUESTION # 247

Gabriela is a human resources professional who has been given the responsibility of filling a position within the HR department. She is ready to begin making the details of the position available to interested candidates and pursuing potential employees who will fill the requirements of the job as best as possible. This process is known as which of the following?

- A. Hiring
- B. Selection
- C. Tracking
- D. Sourcing
- **E. Recruiting**

**Answer: E**

Explanation:

Explanation: The process described in question 12 is that of recruiting, or making the details of making the position available to interested candidates and pursuing potential employees who will fill the requirements of the job as best as possible. Answer choice A is incorrect because the process of hiring follows the process of recruiting. Answer choice B is incorrect because the process of sourcing is related more to acquiring the names and other information of potential candidates but is considered separate from recruiting. Answer choice C is incorrect because tracking is also a separate process from recruiting. Answer choice D is incorrect because selection is the next step beyond recruiting but does not belong within the recruitment process.

#### NEW QUESTION # 248

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