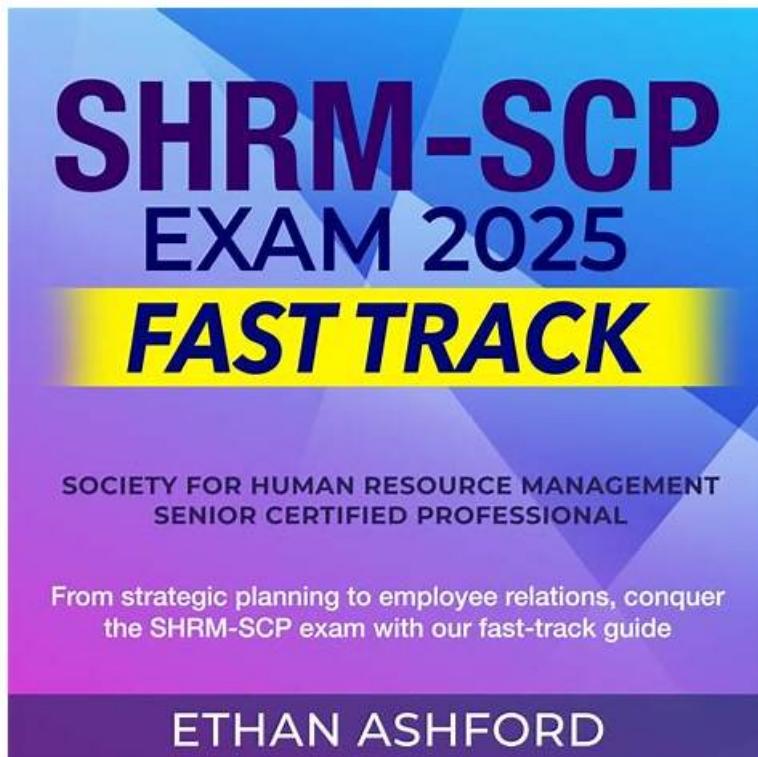


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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q392-Q397):

NEW QUESTION # 392

An Indian citizen moved to the United States for a job in the information technology industry. What is the term for money he regularly sends back to his family in India?

- A. Global diaspora

- B. Global remittances
- C. Global support payments
- D. Global disbursement

Answer: C

Explanation:

Global remittances are funds that migrant workers send to support their families back in their home countries.

NEW QUESTION # 393

How is an organization's vision statement different from the mission statement?

- A. It remains constant throughout the organization's life cycle.
- B. It is a set of core principles that guides the organization's decision-making.
- C. It is forward looking and higher level, describing the organization's strategic direction.
- D. It is more specific, describing how business is conducted.

Answer: C

Explanation:

A vision statement should be a inspirational and strategic, describing where the organization wants to be in the future and how they plan to achieve that goal.

NEW QUESTION # 394

What can the vice president of HR make that will help prepare the teams working at the different branches for the new business process?

- A. Communicate strict performance management steps for employees who do not cooperate with other branches.
- B. Schedule in-person meet ups between each of the branches so teams can build relationships.
- C. Host a video conference to roll out the new process and introduce the teams to each other.
- D. Encourage the different branches to communicate via the company's intranet, and develop an app that connects employees on the go.

Answer: A

Explanation:

The VP of HR displays the business acumen competency by using his understanding of the business to identify solutions to organizational challenges. His suggestion to utilize the intranet for communication aligns HR strategy with the company's strategic goals by enabling employees to communicate and collaborate on a daily basis. A one-time meeting in person or virtually would be a good start. However, it does not support the need for ongoing interaction and collaboration. Strict performance management steps would not be appropriate at this time because the company first needs to create a platform that enables employees to successfully collaborate with each other.

NEW QUESTION # 395

A manager accepts a position relocation to a foreign country. Which service should the company provide upon arrival to help the employee in the new environment?

- A. Cross-cultural training
- B. Foreign language instruction
- C. Realistic job preview
- D. Host country sponsor

Answer: A

Explanation:

Cross-cultural training is essential for employees relocating to a foreign country as it helps them understand and adapt to the new cultural environment. This training can include information about local customs, business practices, communication styles, and cultural norms, which can significantly aid in a smoother transition and better integration into the new setting.

References:

- * SHRM Expatriate Management and Support
- * SHRM Learning System for SHRM-SCP

NEW QUESTION # 396

A small organization recently hired a new CEO with a strong marketing background. The CEO establishes a new sales approach focused on expanding business opportunities through the creation of new products, which will be marketed and sold by the sales force. The CEO believes her effectiveness is impaired by having too many direct reports. The CEO meets with the CFO and HR director. They decide to reduce the CEO's number of direct reports to those most relevant to the CEO's vision for the organization. The remaining employees are reassigned to the CFO who already oversees a team of three. This change allows the CEO to more effectively focus on the vision. HR releases a memo informing employees of the change in reporting structure.

The CFO proposes a plan to improve process efficiency within the organization and asks the HR director to implement it. Some employees dislike the plan and refuse to follow it. What should the HR director do?

- A. Hold a meeting with employees and listen to their concerns about the plan.
- B. Conduct interviews with the employees who are refusing to follow the plan.
- C. Invite the CFO to reinforce the need for employees to follow the plan.
- D. Focus on telling the employees about the benefits of implementing the plan.

Answer: A

Explanation:

* Employee Engagement: Holding a meeting allows the HR director to engage with employees directly, showing that their opinions and concerns are valued. This aligns with SHRM best practices for employee engagement and fostering an inclusive workplace culture.

* Understanding Concerns: By listening to employees' concerns, the HR director can better understand the reasons behind the resistance and identify any legitimate issues with the proposed plan.

* Building Trust: This approach helps build trust between employees and management, as it demonstrates a willingness to consider their feedback and work collaboratively towards a solution.

* Effective Communication: Effective two-way communication is crucial in implementing organizational changes successfully. It ensures that employees feel heard and involved in the process, increasing their buy-in and commitment to the new plan.

References:

* SHRM, "Employee Relations: Strategies for Improving Employee Engagement," available at SHRM.org.

* SHRM, "Managing Organizational Change," available at SHRM.org.

NEW QUESTION # 397

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