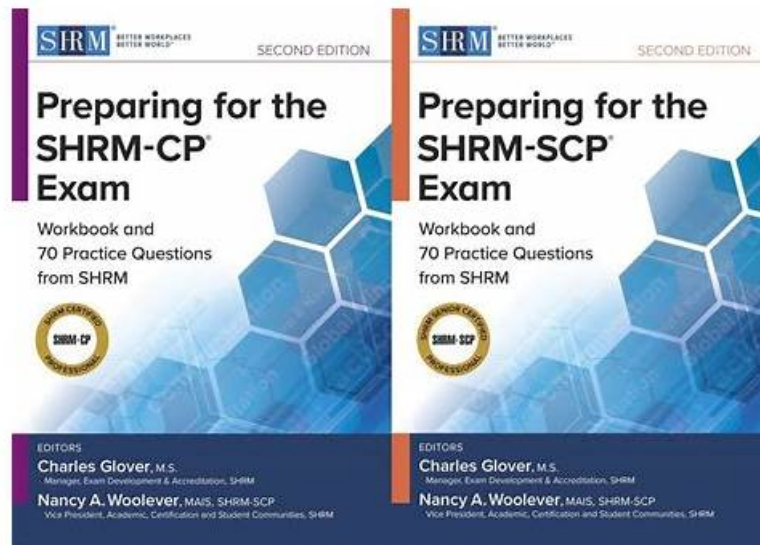


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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q221-Q226):

NEW QUESTION # 221

The CEO asks the CHRO how the HR department will contribute to the strategy. What is the best suggestion the CHRO can make after brainstorming with the HR department?

- A. Because the HR department does not generate revenue, they will provide their support to the revenue-generating segments of the company.
- B. Temporarily enact a hiring freeze of all nonessential positions to reduce costs.
- C. Analyze current sales commission thresholds and evaluate company spending on prerequisites and employee appreciation initiatives.
- D. Suggest a reduction in force, and develop severance packages for laid-off employees.

Answer: C

Explanation:

These projects demonstrate the CHRO's business acumen competency by taking steps to align the HR strategy with the organizational strategy. They demonstrate that the CHRO understands how the HR department can contribute to cost savings and improving the company's financial performance. Supporting the revenue-generating sections of the company does not necessarily lead to improved financial performance. Laying employees off or enacting a hiring freeze might not be in the best interest of the company.

NEW QUESTION # 222

In collaboration with facility leaders, the HR team launches the next series of unconscious bias trainings with a reduced requirement for the virtual session attendance but with added elements of in-person, unconscious bias team reflections and activities.

Which of the following business outcomes would be most effective to track immediately following these changes that could suggest the actual impact of the new training design?

- A. Performance management scores
- B. Employee retention rates
- C. Net facility income
- **D. Employee engagement rates**

Answer: D

Explanation:

Unconscious bias trainings are not intended to change beliefs necessarily but to influence behaviors and improve the interactions between employees, customers, and stakeholders. Tracking the employee engagement rates through volume of communication, opened emails, and communication maps can be evidence of shifting behavioral patterns. Net facility income (B) may be measured as a long-term outcome, but unconscious bias trainings are unlikely to affect financial outcomes immediately. Employee retention rates (C) and performance management scores (D) may shift in response to unconscious bias training, but the short-term changes to these metrics can be misleading. For example, employee retention may decrease, which can be read as a negative outcome of the trainings, but the employees leaving may be those who do not support a diverse workforce. Thus, in the long run, the turnover results in positive outcomes.

NEW QUESTION # 223

Which statement does NOT describe unlawful harassment?

- A. Behavior that is severe and pervasive enough that a reasonable person would find it hostile or abusive
- B. Unwelcome conduct that is based upon the victim's protected status
- C. Enduring of fensive conduct becomes a condition of employment
- **D. Any type of bullying or unwelcome conduct from a supervisor**

Answer: D

Explanation:

According to the Equal Employment Opportunity Commission (EEOC), petty slights, annoyances, and isolated incidents will not rise to the level of illegality.

NEW QUESTION # 224

Which is NOT a best practice for Form 1-9 retention?

- **A. Retain the form three years after hire date or one year after termination date, whichever is later.**
- B. Restrict Form 1-9 access to supervisors and managers.
- C. Shred the forms once an employee reaches the three-year employment anniversary.
- D. File terminated employees, forms separately from active employees, forms.

Answer: A

Explanation:

Forms for active employees should never be destroyed. The retention requirement is three years after hire date or one year after

termination date, whichever is later.

NEW QUESTION # 225

What can the new VP do to be successful in running the company's motor vehicle assembly plant in India?

- A. He should attend social events outside of work to build relationships.
- B. He should expect that employees will be productive in their roles, despite any personal differences.
- **C. He should only expect employees to participate in company events during the regular workday.**
- D. He should create a competitive work environment.

Answer: C

Explanation:

According to Trompenaars's and Hampden-Turner's cultural dilemmas, India has a diffuse culture, which means that their personal and work lives intertwine. Therefore, to be successful, one has to attend work-related social events and build relationships. The United States is the opposite and has a specific culture, where work and personal lives are kept separate. In the United States, forming relationships is unnecessary to work together successfully. The US is also an individualist culture that values competition, and India is not.

NEW QUESTION # 226

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