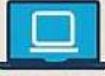


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SHRM-SCP Exam FAQs

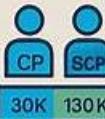
Everything You Need to Know at a Glance

 **What is the SHRM SCP passing score?**
The SHRM-SCP exam requires a scaled score of 200 or more to pass.

 **Is there a SHRM practice test?**
Yes, platforms like ProcessExam.com offer reliable practice tests.

 **How many people pass the SHRM SCP exam?**
The SHRM-SCP pass rate typically ranges between 55% to 60%, depending on the exam year.

 **How many hours to study for SHRM SCP?**
Candidates generally need 80 to 120 hours of dedicated study time for the SHRM-SCP exam.

 **How much does a SHRM-SCP make**
SHRM-CP is for Mid-Career Professionals can earn between \$90,000 and \$130,000 annually, on average.

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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q68-Q73):

NEW QUESTION # 68

What is the most significant morale destroyer that middle managers often face as a function of their role?

- A. Changing directives from upper management
- B. Low compensation relative to the level of responsibility
- C. Lack of authority from upper management in application of policies
- D. Difficult employee relations issues

Answer: B

Explanation:

According to research, middle managers are among the most unhappy in the workplace, and a primary reason is a lack of authority from upper management and having to enforce policies that they may not agree with.

NEW QUESTION # 69

At a regional power company, managers are in charge of assigning training and development opportunities to their employees. These opportunities are sponsored by the company, and employees are entitled to their regular pay while attending training and development sessions. Recently, there has been a growing number of complaints that managers were engaging in favoritism by only assigning these training and development opportunities to their favorite employees. Favoritism violates company policy, which states that all employees must be given equal opportunities. The HR director aims to address this issue.

Some managers claim that they assign training and development opportunities to their high-performing employees as they believe it is an incentive to stay at the company. How should the HR director determine whether this has been effective as an objective?

- A. Analyze the association between employee turnover rates and participation in training and development.
- B. Survey high-performing employees on whether they feel training and development opportunities encourage them to stay at the company.
- C. Review employee turnover rates to determine whether there is actually a need to incentivize retention.
- D. Examine industry trends on the effectiveness of training and development on employee retention

Answer: A

Explanation:

* Objective Measurement:

* Data Analysis: Analyzing the association between turnover rates and participation in training provides objective data on whether the training initiatives are influencing retention.

* Correlation: Identifying a correlation between training participation and lower turnover rates would suggest that the strategy is effective in retaining high-performing employees.

NEW QUESTION # 70

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. Institute regular video conference calls for all virtual meetings
- B. 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.
- C. A daily 15-minute status call at a time that is convenient for both time zones
- D. A reminder to the US location to use clear language in emails and eliminate the use of slang

Answer: B

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 # 71

What would be the most effective strategy to engage the younger workers?

- A. Provide a defined career path with training opportunities to achieve the next step.
- B. Promote a team-based culture that is heavy on collaboration.
- C. Provide a performance-based bonus.
- D. Schedule a once-per-week happy hour with the entire team

Answer: A

Explanation:

The millennial generation wants to know how to get to that next step in their career and feel engaged when they are provided with development opportunities.

NEW QUESTION # 72

A regional government office runs a media broadcasting station that is funded almost entirely by individual and corporate donations. An eight-person team is in charge of planning and coordinating the receipt of gifts including entertaining guests with the CEO and asking philanthropists for large contributions. The manager of the team is results-driven and has consistently led the team to achieve challenging goals for five years. The manager recently moved further away from the office to afford higher quality education. The manager sends an urgent email to the HR director indicating an immediate need to work remotely three days per week. The manager also wants to avoid commuting traffic and come into the office after 11 am. The office has a flexible schedule policy but it has not been reviewed in some time.

The regional government office has been slow to adopt new management approaches, which has made it difficult for the office to compete for top talent in the regional workforce. What should the HR director do to ensure buy-in from managers and executives regarding changes to the telework policy?

- A. Invite HR representatives from other organizations to talk about their strategies with office executives.
- B. Research telework best practices and their effect on engagement and retention
- C. Review exit interview surveys of employees who have left the company.
- D. Invite managers and executives to a meeting to discuss the office succession planning approach.

Answer: B

Explanation:

To ensure buy-in from managers and executives regarding changes to the telework policy, the HR director should:

- * Research Best Practices: Conduct thorough research on telework best practices, including case studies and data on how telework policies affect employee engagement, retention, productivity, and organizational performance.
- * Data-Driven Insights: Gather and present data-driven insights that demonstrate the benefits and potential challenges of telework. This can include statistics from reputable sources, surveys, and examples from similar organizations.
- * Executive Briefing: Prepare a detailed briefing for managers and executives, highlighting the research findings and how updated telework policies can positively impact the organization.
- * Engagement and Retention: Focus on how telework can enhance employee engagement and retention, which are critical for attracting and keeping top talent, especially in a competitive labor market.
- * Pilot Programs: Suggest implementing pilot telework programs to gather internal data and feedback, allowing managers and executives to see the potential benefits firsthand before making permanent policy changes.

This strategic approach ensures that any policy changes are backed by solid research and align with SHRM's guidelines on using evidence-based practices to drive HR decisions and gain leadership support.

NEW QUESTION # 73

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