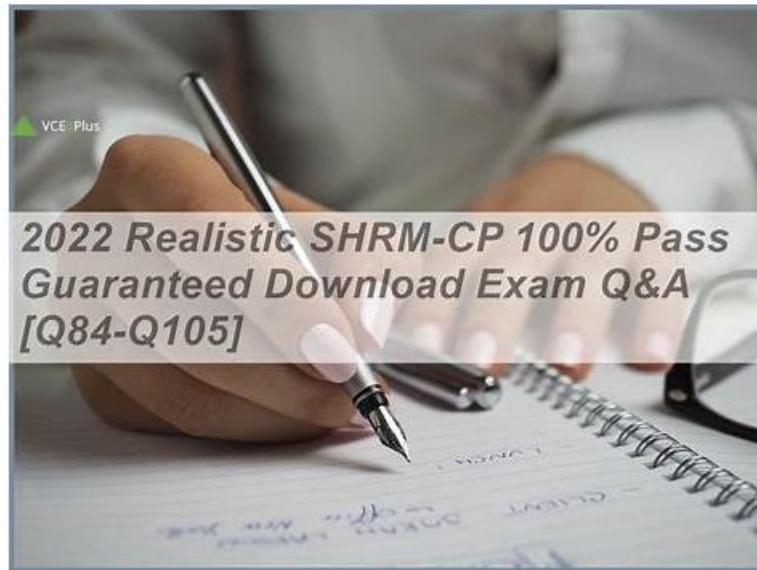# Pass Guaranteed Efficient SHRM - Valid SHRM-SCP Braindumps

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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q298-Q303):

NEW QUESTION # 298
Which strategy is most effective in motivating individual employee performance?

- A. Moving employees off tasks to new assignments
- B. Keeping employees intermittently updated
- C. Discussing the importance of the work being done
- D. Changing the performance goals regularly

Answer: C

Explanation:

* Intrinsic Motivation: Discussing the importance of the work being done taps into intrinsic motivation, where employees find personal satisfaction and meaning in their work. Understanding the impact of their contributions can significantly boost motivation and performance.
* Purpose and Engagement: When employees see the value and purpose of their work, they are more likely to be engaged and committed. This sense of purpose drives higher performance and job satisfaction.
* Recognition and Value: Highlighting the significance of their tasks helps employees feel recognized and valued, which is crucial for maintaining high levels of motivation and productivity.
* Alignment with Goals: Ensuring that employees understand how their work contributes to the organization's goals fosters a sense of alignment and shared purpose, which can lead to better performance outcomes.
References:
* SHRM-SCP Exam Content Outline
* SHRM guidelines on employee motivation and engagement strategies

NEW QUESTION # 299
Which question should interviewers avoid asking candidates during an interview?

- A. Are you able to perform the work duties without accommodation?
- B. Do you live close to our of the?
- C. It sounds like you have an accent. Where are you from?
- D. Are you able to work for our company without immigration sponsorship?

Answer: C

Explanation:
Even if a candidate appears to be originally from the United States, interviewers should not ask where the candidate is from, as national origin is a protected class. If not selected, a candidate could claim discrimination based on this criterion.

NEW QUESTION # 300
A manager interviews a candidate who demonstrates that she possesses the knowledge and skills required for the position.
However, the interviewee has a large tattoo on her arm.
The manager doesn't hire her because he feels that she appears irresponsible. VVhat bias is this?

- A. Halo effect
- B. Contrast effect
- C. Cultural noise
- D. Nonverbal bias

Answer: D

Explanation:
This is an example of a nonverbal bias. The manager draws conclusions based on her personal appearance and interprets her tattoo as a sign that she is irresponsible.

NEW QUESTION # 301
What are the four common phases of the employee life cycle according to the Society for Human Resource Management (SHRM)?

- A. Application, selection, training. compensation
- B. Attraction, on boarding, retention, separation
- C. Talent acquisition, performance, payroll, of f Boarding
- D. Recruitment, integration, development, transition

Answer: A

Explanation:
The recruitment phase is the beginning of the employee life cycle (ELC). Then comes integration, which includes on boarding and the employee's introduction to their new role. The third phase, development, includes training and performance management. The last phase, transition, is when the employee leaves their position due to a promotion, termination, or transfer.

NEW QUESTION # 302

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. Review exit interview surveys of employees who have left the company.
- C. Invite managers and executives to a meeting to discuss the office succession planning approach.
- D. Research telework best practices and their effect on engagement and retention.

Answer: D

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 # 303

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