

Quiz 2025 SHRM-SCP: Senior Certified Professional (SHRM-SCP) Pass-Sure Valid Test Review



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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q309-Q314):

NEW QUESTION # 309

An HR business partner (HRBP) in a large organization has recently been dealing with various issues with the chief human resource officer (CHRO). The HRBP reports to the CHRO. The CHRO does not consistently and clearly communicate information regarding business and strategic issues to the HRBP. The lack of communication has been presenting problems, as the HRBP's internal clients look to the HRBP for information and guidance on all HR topics and initiatives. As a result, the HRBP is often uninformed and unable to assist the clients. The lack of communication and transparency by the CHRO has been negatively impacting the HRBP and the HRBP's clients. The HRBP spends a lot of time trying to get information and often is unprepared to address client issues. In some cases, clients have received HR-related information ahead of the HRBP. Unfortunately, the CHRO has operated in this manner for years, with HR employees often feeling isolated from information and not feeling like they are part of a coherent unit. Despite this, the CHRO has expressed to the HRBP a belief that they have a very effective working relationship with one another. The HRBP wants to provide suggestions to the organization's executives about how to improve communication within the company, but the CHRO does not include the HRBP in strategic discussions that the CHRO has with other executives. What should the HRBP do?

- A. Write an email to the CHRO explaining the suggestions of the HRBP.
- **B. Schedule a meeting with the CHRO to explain the HRBP's suggestions.**
- C. Email the CHRO asking if the HRBP may attend the next strategic discussion meeting.
- D. Meet with other executives informally to share the HRBP's suggestion.

Answer: B

Explanation:

* Direct Communication: Scheduling a meeting with the CHRO allows the HRBP to communicate suggestions directly and in detail, ensuring that the CHRO fully understands the issues and proposed solutions.

* Building Relationships: This approach helps strengthen the relationship between the HRBP and CHRO, fostering better communication and collaboration.

* Addressing Issues: Discussing the suggestions in a meeting provides an opportunity to address any concerns the CHRO may have and to discuss the benefits of implementing the proposed changes.

* Professional Approach: A formal meeting demonstrates professionalism and shows the HRBP's commitment to improving communication and strategic alignment within the organization.

References:

* SHRM, "Effective Communication Strategies for HR Leaders," available at SHRM.org.

* SHRM, "Strengthening HR's Strategic Influence," available at SHRM.org.

NEW QUESTION # 310

The new HR manager spends time observing different employees to learn about the business. He notices that the maintenance supervisor, who is the CEO's cousin, appears unqualified when working on a defective fridge. When talking to the maintenance supervisor, the HR manager finds out that he has no training in performing the work required by his position. He further hears other employees saying that the maintenance supervisor often calls in favors from friends when he cannot complete the job himself. The HR manager is concerned about the maintenance supervisor's performance but also knows that he is close to the CEO. The CEO does not like to hear his family members being criticized. What should the HR manager do?

- A. He should conduct an investigation to find out how the maintenance supervisor got his position without having the necessary qualifications for it.
- **B. He should inform the CEO of his findings and concerns.**
- C. He should give the CEO a hint to observe the maintenance supervisor's work himself.
- D. Because the maintenance department and the HR department are separate from each other, the HR manager does not need to act.

Answer: B

Explanation:

The HR manager displays the leadership and navigation competency by speaking up even if it is something that the CEO would rather not hear. It is necessary for the HR manager to voice his concerns because improper maintenance can have costly consequences for the company.

NEW QUESTION # 311

Under Fair Labor Standards Act (FLSA) guidelines, what are employees entitled to?

- A. No required lunch or rest periods
- B. One 30-minute lunch and two 15-minute breaks for every eight hours worked
- **C. One hour lunch and two 10-minute breaks for every eight hours worked**
- D. One 30-minute lunch break for every four hours worked

Answer: C

Explanation:

Federal law does not require lunch or rest periods for employees; however, many states do have these provisions.

NEW QUESTION # 312

Which recruitment method yields applicants that have the best understanding of the advertised job opening and what it entails?

- A. Direct mailing
- B. Third-party recruiting
- C. Career fair
- **D. Employee referrals**

Answer: D

Explanation:

* Understanding of Job Requirements: Employee referrals typically yield applicants who have a better understanding of the job opening and what it entails because the referring employee can provide detailed information about the role and the company culture.

* Quality of Candidates: Referred candidates are often of higher quality because employees are unlikely to refer someone who they do not believe will perform well or fit into the company culture.

* Engagement and Retention: Referred employees tend to be more engaged and have higher retention rates as they have a built-in connection within the company and a clearer expectation of the job.

* Cost-Effectiveness: Employee referral programs are generally more cost-effective compared to other recruitment methods as they reduce the need for extensive advertising and third-party recruiting fees.

References:

* SHRM-SCP Exam Content Outline

* SHRM guidelines on recruitment methods and employee referral programs

NEW QUESTION # 313

Which demand forecasting methodology best supports a workforce management strategy regardless of industry?

- **A. Managerial judgment**
- B. Work study
- C. Technological forecast
- D. Ratio-trend

Answer: A

Explanation:

* Experience-Based Forecasting: Managerial judgment relies on the experience and insights of managers to predict future workforce needs. This method is versatile and can be applied across various industries.

* Holistic View: Managers can provide a comprehensive view of workforce requirements based on their understanding of the organization's strategic goals, market conditions, and internal capabilities.

* Adaptability: This method is flexible and can be adjusted based on real-time changes in the business environment, making it suitable for dynamic and rapidly changing industries.

* Practical Application: Managerial judgment is practical and straightforward to implement, especially in organizations where historical data may not be readily available or where unique industry factors must be considered.

References:

* SHRM-SCP Exam Content Outline

* SHRM guidelines on workforce planning and demand forecasting methodologies

NEW QUESTION # 314

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