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SHRM Senior Certified Professional (SHRM-SCP) SHRM-SCP Prüfungsfragen mit Lösungen (Q374-Q379):

374. Frage

Psychologist Bruce Tuckman developed the "Forming, Storming, Norming and Performing" concept to describe the team formation process. Oftentimes, teams may move back and forth between which two stages when faced with a new task?

- A. Performing and forming
- B. Forming and storming
- C. Norming and performing
- **D. Storming and norming**

Antwort: D

Begründung:

Teams often will relapse from the norming stage back into storming when faced with new challenges.

375. Frage

What is a feature of an asynchronous learning environment?

- A. Employees receive real-time feedback.
- **B. Employees can study anywhere and anytime.**
- C. Employees can access learning modules using different types of technology,.
- D. Employees interact with each other in real time.

Antwort: B

Begründung:

E-learning, which is learning conducted via electronic media, can be either synchronous or asynchronous. Asynchronous learning means that employees can access the material anytime and anywhere. With synchronous learning, employees go through the training material at the same time and communicate with each other in real time.

376. Frage

A company's CEO will address all employees on the closing down of the call center operations as a result of outsourcing. The HR business partner (HRBP) was tasked to help the CEO craft the message and accompanying presentation. Who is considered the source in this situation?

- A. The HRBP
- **B. The CEO**
- C. The company
- D. All employees

Antwort: B

Begründung:

In the context of communication theory, the source is the person who originates the message. Although the HRBP assists in crafting the message, the CEO is the one who will deliver it and is ultimately responsible for its content. Therefore, the CEO is considered the source as they are the communicator addressing all employees about the company's decision.

References:

* SHRM Communication Strategies

* SHRM Learning System for SHRM-SCP

377. Frage

Which payment system disrupts the standard payroll cycle?

- A. Pay advance programs
- B. Adaptable work arrangements
- **C. Flexible earned wage access**
- D. Retirement account loan programs

Antwort: C

Begründung:

Flexible earned wage access disrupts the standard payroll cycle by allowing employees to access a portion of their earned wages before the traditional payday. This system provides employees with greater financial flexibility and can improve job satisfaction and retention.

* Definition: Flexible earned wage access allows employees to withdraw a portion of their earned wages at any point during the pay cycle, rather than waiting for the scheduled payday.

* Impact on Payroll Cycle: This disrupts the standard payroll cycle because it requires payroll systems to be able to track and process these early withdrawals, potentially on a daily basis, instead of the traditional bi-weekly or monthly cycle.

* Benefits to Employees: Employees benefit from having immediate access to their earned wages, which can help them manage unexpected expenses and reduce financial stress.

* Implementation Considerations: Employers need to consider the administrative and technological implications of implementing such a system, ensuring that it integrates smoothly with existing payroll processes and maintains compliance with labor laws.

References:

- * SHRM articles on payroll management and financial wellness programs
- * Studies on the impact of flexible wage access on employee satisfaction

378. Frage

The HR VP of a firm is leading an effort to implement a risk management plan and establishes an internal team to assess the risks involved in the event there is a disruption in the supply chain. What should be the team's first step in confidently evaluating this risk?

- **A. Review the firm's strategic objectives.**
- B. Identify recurring readiness reports from its suppliers.
- C. Assign managers to address their departments' supply chain risks.
- D. Identify alternative supply chain suppliers.

Antwort: A

Begründung:

* Strategic Alignment: The first step in evaluating supply chain risks should be to review the firm's strategic objectives to ensure that the risk management plan aligns with the overall goals and priorities of the organization.

* Risk Identification: Understanding the strategic objectives helps in identifying which areas of the supply chain are most critical to achieving these objectives and where potential disruptions could have the greatest impact.

* Priority Setting: By aligning the risk assessment with strategic objectives, the team can prioritize risks that are most likely to hinder the firm's ability to meet its goals, ensuring a focused and effective risk management approach.

* Holistic View: Reviewing the strategic objectives provides a holistic view of the organization's direction and helps in creating a risk management plan that supports long-term success and sustainability.

References:

- * SHRM-SCP Exam Content Outline
- * SHRM guidelines on risk management and strategic alignment

379. Frage

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