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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q343-Q348):

NEW QUESTION # 343

What is the final step when putting a knowledge management system in place?

- A. Integrating the knowledge database into the company's information technology system
- B. Training employees on how to access and use the knowledge database
- C. Creating a dashboard for easy information access
- D. Revising and adding new information on an ongoing basis

Answer: A

Explanation:

The final step in creating a knowledge management system is to update, revise, and add information on an ongoing basis to keep the database relevant and current.

NEW QUESTION # 344

While at work, two employees get into a serious argument that results in a physical altercation on company property. The employees have a clear understanding that this violates company policy. The manager pulls both employees into the office to terminate their employment. What step should the manager have taken beforehand?

- A. Review the company's performance management system.
- B. Establish a baseline for the termination.
- **C. Interview the employees as part of an investigation.**
- D. Consult with legal counsel.

Answer: C

Explanation:

The company should conduct a thorough investigation before making the decision to terminate an employee. As part of the investigation, the manager should interview each of the employees to hear their side of the story. The employees should then be suspended pending investigation. This will give HR time to research and review all relevant information, including any prior similar instances, before making a final decision.

NEW QUESTION # 345

A company wants to use artificial intelligence (AI) in its candidate selection process. Which next step should the HR director take to evaluate this decision?

- A. Verify the company's cloud-based software supports the AI feature.
- B. Ensure the AI feature validates why the decisions are optimal.
- **C. Compare the time-to-fill metrics with and without the AI feature.**
- D. Evaluate recruitment labor dollars saved versus time-to-fill with the AI feature.

Answer: C

NEW QUESTION # 346

When designing a compensation bonus structure for an international company, it is most important for the VP of HR to analyze which cultural values in each region?

- A. Low power versus high power distance
- **B. Individualism versus collectivism**
- C. Long-term versus short-term orientation
- D. Masculinity versus femininity

Answer: B

Explanation:

* Understanding Cultural Dimensions: Individualism versus collectivism is one of the key cultural dimensions identified by Geert Hofstede. It describes the degree to which individuals are integrated into groups and the importance placed on individual versus collective achievements.

NEW QUESTION # 347

What should be human resource's first task in creating the program?

- A. Becoming familiar with the legal requirements and best practices of training programs in the industry
- **B. Taking inventory of each department's training needs and current processes**
- C. Researching learning management systems-obtaining quotes, checking references, and soon
- D. Creating an organization-wide training calendar with scheduled training assignments and due dates

Answer: B

Explanation:

Understanding the current state of training and the needs for each department will help human resources (HR) determine where the gaps are and what training needs to be eliminated, added, changed, or maintained. At that point, HR can verify that legal obligations are being met and best practices are being followed, and a plan can begin to take place.

NEW QUESTION # 348

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