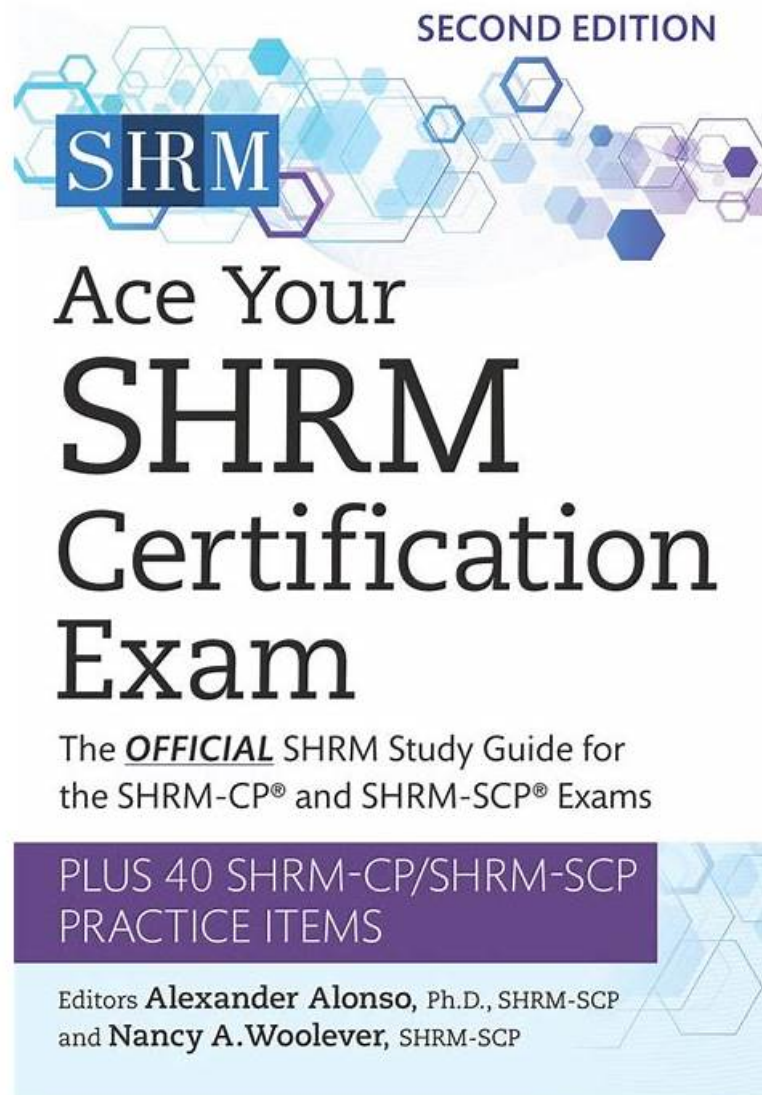


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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q209-Q214):

NEW QUESTION # 209

What would indicate that a company's business manager has a global mindset?

- A. The manager recommends a cultural seminar to the staff.
- B. The manager has experience applying headquarter policies to subsidiaries.
- C. The manager trusts that the company/s structure will produce the desired results.
- **D. The manager is not afraid of change and welcomes it.**

Answer: D

Explanation:

One characteristic of someone who acquired a global mindset is that they are not afraid of change and uncertainty. They welcome it and see it as a chance for improvement.

NEW QUESTION # 210

Which of the following workplace behaviors is most likely to be reduced as a result of building diverse teams?

- A. Groupthink
- **B. Trust**
- C. Conflict
- D. Collaboration

Answer: B

Explanation:

Groupthink is a group behavior trend in which a group's members speak and behave in ways that preserve social cohesion over production and outcomes; the team functions well together but may not have the most effective or creative outputs. Trust (B) in the workplace can be complex to manage and may increase or decrease depending on the communication that accompanies team building and operations. Conflict (A) in the workplace is likely to increase with an influx of differing perspectives and experiences, but if appropriately managed, collaboration (D) can be the conflict style that experiences the greatest increase. Collaboration in the workplace also depends on high levels of trust and creative thinking to design new solutions and create new value.

NEW QUESTION # 211

A company introduces a new human resources system that allows managers to view and generate reports, write employee reviews, and process transfers, leaves, and terminations in one application. What kind of system is this?

- **A. Manager self-service**
- B. Employee self-service
- C. Decision-maker service
- D. Service point application

Answer: A

Explanation:

This is an example of a manager self-service (MSS) application. It allows managers to handle the HR part of their role through one portal. It can be used for reporting and the performance management process. Tasks that are traditionally handled by the HR department can now be performed by the managers themselves.

NEW QUESTION # 212

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

Answer: A

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 # 213

After implementing a new performance management system and other changes, the company sees an increase in productivity. The performance of most of the developers has improved significantly. However, four developers were terminated for continuously failing to meet performance standards. The HR department is now tasked with filling the four open positions. What is an important step the HR team should take?

- A. Meet with the project directors to determine the knowledge, skills, and abilities a candidate needs to be successful.
- B. Utilize internet recruiting to build a large pool of both active and passive candidates.
- C. Build a strong employment brand to position the company as an employer of choice.
- D. Update current job descriptions to reflect the implementation of the new performance management system.

Answer: A

Explanation:

The HR team displays the business acumen competency by seeking information about the position that they are asked to fill. Knowing exactly what knowledge, skills, and abilities are needed helps HR recruit the right candidates. After the HR team has gained an understanding of what the ideal candidate looks like, they can utilize recruitment strategies including internet recruiting. The question does not indicate that job descriptions are outdated or whether the company already has an employment brand in place.

NEW QUESTION # 214

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