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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q139-Q144):

NEW QUESTION # 139

A job hazard analysis is a tool that Occupational Safety and Health Administration (OSHA) recommends to prevent workplace injury, illnesses, or accidents. When performing a job hazard analysis, who is it most important to consult with?

- A. The organization,s safety of ther
- B. The supervisor of the employees who perform the work
- C. OSHA
- D. The employees who are performing the work

Answer: C

Explanation:

Although a supervisor may also be a good resource in assessing the dangers of the job, employees have the best familiarity with the potential hazards of their everyday responsibilities.

NEW QUESTION # 140

A pharmaceutical company that employs 1,000 sales representatives determines during a supply analysis that its current attrition rates are at 16%. Conducting a demand analysis, they set a future goal of attrition rates being at 6% or less. What is the attrition gap that they need to close to accomplish their goal?

- A. 10%
- B. 37.5%
- C. 6%
- D. 16%

Answer: D

Explanation:

The company has determined that 16% of their sales representatives are leaving the firm.

Their goal is to reduce this number to 6%. Therefore, the gap between the current attrition and the future targeted attrition is 10%. Given that the company has 1,000 sales representatives, this change would result in only 60 employees leaving the organization (6%), rather than 160 (16%/0).

NEW QUESTION # 141

Which statement does NOT describe unlawful harassment?

- A. Unwelcome conduct that is based upon the victim's protected status
- B. Enduring of offensive conduct becomes a condition of employment
- C. Behavior that is severe and pervasive enough that a reasonable person would find it hostile or abusive
- D. Any type of bullying or unwelcome conduct from a supervisor

Answer: D

Explanation:

According to the Equal Employment Opportunity Commission (EEOC), petty slights, annoyances, and isolated incidents will not rise to the level of illegality.

NEW QUESTION # 142

Which is a role of HR as it relates to complying with the International Labor Organization's unfair labor practices?

- A. Reunite migrant workers with dependent children and spouses.
- B. Inform migrant workers in their native language of their rights to equal opportunity.
- C. Remuneration that exceeds the prevailing wage for the occupation
- D. Offer relevant language courses after work hours at a convenient location.

Answer: B

Explanation:

* Language Accessibility: Ensure that all communications regarding workers' rights are translated into the native languages of migrant workers. This helps in making the information accessible and understandable.

* Rights Education: Provide educational sessions for migrant workers about their rights, including equal opportunity, working conditions, and access to grievance mechanisms.

* Cultural Sensitivity: Be culturally sensitive in how information is presented. Use culturally appropriate methods and materials to convey the rights and responsibilities of migrant workers.

* Documentation: Provide written documentation in the workers' native languages, outlining their rights and the procedures for reporting any violations.

* Ongoing Support: Offer ongoing support and resources to ensure migrant workers feel comfortable and confident in exercising their rights. This includes having accessible HR representatives who speak their languages.

This approach ensures compliance with the International Labor Organization's standards and supports SHRM's commitment to

promoting fair and equitable treatment of all employees, particularly vulnerable groups such as migrant workers.

NEW QUESTION # 143

The company decides to focus on utilizing the creativity, skills, and knowledge of its employees to achieve their long-term goal of becoming a leader in corporate sustainability.

To accomplish these goals, the company needs to retain their top talent. The CEO asks the CHRO to develop a retention strategy and wonders if offering substantial pay increases will be necessary. What suggestion should the CHRO make?

- A. Improve company benefits in addition to a moderate pay increase for all employees.
- **B. Conduct an employee survey and focus group to determine what motivates the team.**
- C. Develop an aggressive lead market compensation strategy.
- D. Give employees a pay increase each time the company reaches one of their strategic goals.

Answer: B

Explanation:

The CHRO displays the communication competency by not assuming that the rate of pay is the only thing that motivates employees. Instead, the CHRO seeks to develop an understanding about what employees truly want. Focusing company resources on what truly motivates employees will be more successful in retaining them than just increasing their pay. An employee survey and interviews will be a good foundation to develop a successful retention strategy.

NEW QUESTION # 144

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