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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q277-Q282):

NEW QUESTION # 277

How would you deliver the feedback to this employee?

You are a supervisor who manages a small team of three professionals. One in particular is a high performer with a great attitude. Unfortunately, he/she made a huge error on his/her most recent client report, which ended up costing the organization a significant amount of money. It is an error that you need to address with, but you don't want to dampen his/her spirits as he/she tends to be sensitive to negative feedback

- A. Remain neutral and state the facts of the mistake in the report. Ask for feedback on how to avoid these mistakes in the future.
- B. Document the event in the details of his/her next performance review.

- C. Explain the mistake and the impact it had on the company. Warn him/her that if it happens again, he/she might be disciplined.
- D. Send an email with the details of the mistake to be less confrontational.

Answer: A

Explanation:

Direct, timely feedback is always the best approach with employees. Asking for feedback on how to avoid mistakes in the future makes him/her feel invested in the solution.

NEW QUESTION # 278

Data is being gathered during the strategy implementation phase of a project. What is the BEST way to communicate the results to senior managers after analyzing the data?

- A. By presenting bulleted slide show presentation slides
- **B. By telling a story backed by the data**
- C. By organizing the data in a spreadsheet
- D. By providing the full raw data

Answer: B

Explanation:

The best strategy to communicate results is to tell a story based on the data. A large quantity of data that is presented in bulleted slides or pages of spreadsheets can overwhelm many audiences.

NEW QUESTION # 279

How should diversity and inclusion (D&I) strategies be put into effect?

- A. Strategies should be put into effect identically.
- B. Strategies should be put into effect consecutively,
- **C. Strategies should be put into effect justly.**
- D. Strategies should be put into effect simultaneously.

Answer: C

Explanation:

Diversity and inclusion (D&I) strategies need to account for differences in cultural backgrounds, organizational departments, and geographical locations. Therefore, they should not be put into effect identically across the entire organization. It is important that the implementation is adaptable, just, and fair, taking into account the uniqueness of individuals and teams.

NEW QUESTION # 280

What are the four primary levels of organizational goals?

- A. Marketing, sales, quality, and market share
- **B. Mission, strategic, tactical, and operational**
- C. Financial, social, internal, and external
- D. Strengths, weaknesses, opportunities, and threats

Answer: B

Explanation:

The four primary levels of organizational goals are Mission, Strategic, Tactical, and Operational. These levels help an organization to align its overall purpose and long-term vision with specific actions and day-to-day operations.

Step-by-Step Explanation:

* Mission Goals: These goals define the organization's fundamental purpose and core values. They answer the question, "Why does the organization exist?" and provide a broad, overarching direction for all activities.

* Strategic Goals: These goals are long-term and are designed to achieve the mission of the organization.

They typically cover a period of several years and focus on major initiatives and key areas for growth and development.

* Tactical Goals: Tactical goals are mid-term goals that bridge the gap between strategic goals and operational goals. They usually span one to three years and are concerned with implementing specific parts of the strategic plan within departments or functional areas.

* Operational Goals: These goals are short-term, specific, and focused on the day-to-day activities that need to be performed to meet tactical goals. They often have a time frame of one year or less and are concerned with the efficient and effective execution of tasks.

References:

* SHRM guidelines on organizational planning and goal setting

* Management theories on goal hierarchy and alignment in organizational development

NEW QUESTION # 281

A company creates a foundation to award grants to eligible nonprofit organizations to fund projects aimed at uplifting the living conditions of the local communities. Aside from the grants, the company will also assign key employees to help manage the projects. This is an example of which type of community engagement?

- A. Joint community project
- B. Community board representation
- C. Financial grant
- D. Employee volunteerism

Answer: A

Explanation:

The scenario describes a joint community project. This type of community engagement involves collaboration between the company and nonprofit organizations to achieve common goals, such as improving living conditions in local communities. The company's involvement includes both financial support through grants and the active participation of key employees in managing the projects.

* Definition: Joint community projects involve partnerships between businesses and community organizations to address social, economic, or environmental issues.

* Financial Support: The company provides financial resources in the form of grants to support the initiatives of nonprofit organizations.

* Employee Involvement: Key employees are assigned to help manage and oversee the projects, providing their expertise and skills to ensure successful implementation.

* Mutual Benefits: These projects benefit the community by addressing local needs and improving living conditions, while the company enhances its reputation, fulfills corporate social responsibility (CSR) goals, and fosters employee engagement.

* Sustainable Impact: Joint community projects often aim for sustainable, long-term impact by leveraging the strengths and resources of both the company and the nonprofit organizations.

References:

* SHRM resources on corporate social responsibility and community engagement

* Case studies on successful joint community projects and their outcomes

NEW QUESTION # 282

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