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SHRM Senior Certified Professional (SHRM-SCP) Sample Questions (Q360-Q365):

NEW QUESTION # 360

With the growth of the company, the executive team is discussing changing the organizational structure to group departments under its main product divisions. How can the HR manager best support this effort?

- A. Develop employee engagement initiatives for each step of the change process.
- B. Meet with department heads to hear their opinions and concerns regarding the company srestructure.
- C. Research types of organizational structures, and present the advantages and disadvantagesof each to the executive team
- D. Communicate the restructure to all affected employees, addressing any questions andconcerns.

Answer: C

Explanation:

The HR manager demonstrates the relationship management competency by meeting with each department head and listening to their concerns. The meetings give the HR manager a broad understanding of how the restructure will impact the different departments, including what they will need in terms of support during the process. Involving leaders on different levels of the organization in the decision-making process will contribute to a successful restructure and ensure that their concerns are addressed early on. One possible need could be developing employee engagement initiatives, but it is too early to determine this yet. Communicating the restructure to employees should take place once the plans are concrete. Because the executive team has already decided on the organizational structure, there is no need to research alternatives.

NEW QUESTION # 361

What is the style of negotiation that aims to meet the needs of both parties and leverage collaboration to come to an agreement called?

- **A. Principled bargaining**
- B. Distributive bargaining
- C. Positional bargaining
- D. Composite bargaining

Answer: A

Explanation:

The principled negotiation style is an interest-based bargaining technique that aims to identify a mutually beneficial agreement, also known as "win-win."

NEW QUESTION # 362

What is a key benefit of conducting stay interviews?

- A. Not needing exit interviews
- B. Data gathered for performance appraisals
- C. Development of performance objectives
- **D. Improved retention**

Answer: D

Explanation:

Stay interviews can improve retention by allowing managers to find out early on if an employee is happy and satisfied or unhappy and disengaged. If the employee is unhappy or disengaged, the manager has an opportunity to address their concerns. With exit interviews, it's usually too late to prevent the employee from resigning.

NEW QUESTION # 363

The vice president of human resources meets with the talent manager to discuss the retention challenges. What's the best course of action?

- A. Give all employees a cost-of-living pay increase and add nonmonetary incentives to payplans.
- B. Ensure that a realistic job and pay preview is provided to candidates during the hiring and onboarding process.
- **C. Research competitor pay rates, obtain other market compensation data, and establish new, more competitive pay plans.**
- D. Position the company as an employer of choice by offering perquisites such as company cars, a wellness program, and memberships.

Answer: C

Explanation:

The VP of HR and the talent manager demonstrate the critical evaluation competency by seeking out market pay rate data that allows them to evaluate how their company's pay system compares to other companies. This data has to be collected before determining if employees should be given pay increases, incentives, or perquisites. The lack of a realistic job preview does not seem to be the cause for the retention problem.

NEW QUESTION # 364

Which of the following DE&I tools would be most effective at creating a sense of belonging for employees of a diverse workforce who are spread across the country?

- A. Employee surveys
- B. Per formative ally ship
- **C. Employee resource groups**
- D. Unconscious bias training

Answer: C

Explanation:

Employee resource groups can serve as an important tool to bring together groups of employees with a common trait to feel as if they are truly part of a team. These groups can go beyond just social gatherings, as they can discuss issues and challenges facing the organization and propose solutions to improve the working experiences for a diverse workforce. Employee surveys (A) are important tools for understanding how the workforce feels and views the company, but they do not necessarily pull employees together. Unconscious bias training (B) can be a useful tool, but it can be difficult to effectively plan and map the belonging metrics that result. Per formative ally ship (D) is a negative phenomenon in which companies say the right thing in support of diverse workforces while neglecting to take actual action.

NEW QUESTION # 365

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