

SHRM-CP

SHRM CERTIFIED PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS

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SHRM-CP

[SHRM Certified Professional \(SHRM-CP\)](#)

134 Questions Exam – Duration of 220 minutes

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Discover More about the SHRM-CP Certification

Are you interested in passing the SHRM-CP exam? First discover, who benefits from the SHRM-CP certification. The SHRM-CP is suitable for a candidate if he wants to learn about Human Resources. Passing the SHRM-CP exam earns you the SHRM Certified Professional (SHRM-CP) title.

While preparing for the SHRM-CP exam, many candidates struggle to get the necessary materials. But do not worry; your struggling days are over. The SHRM-CP PDF contains some of the most valuable preparation tips and the details and instant access to useful [SHRM-CP study materials just at one click](#).

SHRM-CP Certified Professional Certification Details:

Exam Name	SHRM Certified Professional
Exam Code	SHRM-CP
Member Exam Fee	USD \$375
Non-member Exam Fee	USD \$475
Exam Duration	220 Minutes
Number of Questions	134
Passing Score	Pass / Fail (200 Scaled Score)
Format	Multiple Choice Questions
Schedule Exam	prometric
Sample Questions	SHRM-CP Exam Sample Questions and Answers
Practice Exam	SHRM Certified Professional (SHRM-CP) Practice Test

SHRM-CP Syllabus:

BEHAVIORAL COMPETENCY CLUSTERS	ITEM TYPE
Leadership (17%)	Situational Judgment (40%)
Business (16.5%)	Foundational Knowledge (10%)
Interpersonal (16.5%)	
HR KNOWLEDGE DOMAINS	ITEM TYPE
People (18%)	HR-Specific Knowledge (50%)
Organization (18%)	
Workplace (14%)	

Broaden Your Knowledge with SHRM-CP Sample Questions:

Question: 1

Scenario: A company determines they will close their secondary manufacturing unit to move the operation to the business headquarters. They determined 70 new positions will need to be filled to support this effort. The CEO wants the transition to take place over a three-month period.

The CEO asked the HR director to support this new staffing need. Which is the best action for HR to take first to begin supporting this initiative?

- a) Survey employees to gauge interest in relocating to company headquarters.
- b) Review job descriptions and total rewards structure to align them with staffing goals.
- c) Identify employees unwilling to relocate so they can convey historical knowledge to new hires.
- d) Identify a recruiting firm to attract talent to fill the new positions.

Answer: b

Question: 2

An HR director believes it is important that managers take more responsibility for performance appraisals. Which responsibility should the HR director assign specifically to the managers?

- a) Identify development areas
- b) Design appraisal system
- c) Track timely receipt of appraisals
- d) Train staff to use performance system

Answer: a

Question: 3

Scenario: A company determines they will close their secondary manufacturing unit to move the operation to the business headquarters. They determined 70 new positions will need to be filled to support this effort. The CEO wants the transition to take place over a three-month period.

A month after the move, many of the relocated staff threaten to quit. HR conducts a survey and discovers three main causes of dissatisfaction: higher cost of living, unaffordable housing, and low-rated schools.

Which is the best course of action for HR to endorse to leadership to prevent departures?

- a) Create a program for leadership to provide resources to assist staff.
- b) Reveal the long-term growth strategy to promote staff buy-in.
- c) Recommend leadership to focus on the biggest obstacle to retention.
- d) Advise leadership to offer incentives to retain high-performing staff.

Answer: a

Question: 4

Scenario: In the past two years, a company has been acquired by two different organizations. Each acquisition resulted in multiple layoffs; one even included the CEO being terminated. For a while, the morale of the remaining employees was very low because they had worked with some of the laid-off employees for years. To help increase morale the company re-evaluated their total rewards structure to be more beneficial to all employees.

Many employees suffer anxiety because of the increased workload and the fact their long-time friends are gone while they remain.

Which is the most important first step for the HR director to take to mitigate the effects of survivor syndrome being experienced by remaining employees?

- a) Offer one-to-one career coaching so employees can manage increased workload.
- b) Communicate with employees to acknowledge that management is aware employees are struggling and intends to help.
- c) Invite a representative of the employee assistance program (EAP) to a town hall meeting to review EAP benefits for all employees.
- d) Encourage department heads to actively increase individual recognition of employee contributions to the business.

Answer: b

Question: 5

Scenario: In the past two years, a company has been acquired by two different organizations. Each acquisition resulted in multiple layoffs; one even included the CEO being terminated. For a while, the morale of the remaining employees was very low because they had worked with some of the laid-off employees for years. To help increase morale the company re-evaluated their total rewards structure to be more beneficial to all employees.

The VP of research and development asks for HR's help resolving pay discrepancies, discovered during due diligence, among the senior engineers. The staff has been discussing this frequently and it is now affecting the team.

Which is the best way for HR to reassure the employees?

- a) Promise employees that everyone will be compensated fairly and equitably within 90 days.
- b) Analyze the competitive market, related compensation philosophies and strategy to implement a new pay program.
- c) Tell the company to adopt the higher of the two salary structures then adjust everyone's salary based on experience, education, and work assignments.
- d) Make a commitment that a comprehensive review of pertinent issues will be swiftly concluded.

Answer: d

Question: 6

An HR manager has been asked to design a training program for the company. Which HR metric should be considered first in designing the program?

- a) Average tenure of employees
- b) Percentage of employees with a career plan
- c) Performance quality of one-year employees
- d) Total costs for training

Answer: d

Question: 7

Which hands-on training method best allows an onboarding manufacturing employee to practice his job in a risk-free setting?

- a) Team training
- b) Apprenticeship
- c) Simulation
- d) Role play

Answer: c

Question: 8

Which is a significant benefit of recruiting from internal sources?

- a) Innovation increases with each infusion of new talent
- b) Provides a continuous pool of applicants
- c) Minimizes inflated expectations about the job
- d) Employees will all be of the existing mindset

Answer: c

Question: 9

A small start-up software company realizes that the technology skillsets of newly hired programmers are more advanced than the existing programmers' skillsets.

Recognizing the constant business need for these evolving, state-of-the-art skillsets, which is the best workforce development strategy to implement?

- a) Design a rigorous in-house training program to get longer-tenured programmers up to speed with the newer programmers.
- b) Perform a job redesign for the existing employees that will not require new, updated skills.
- c) Partner with a local community college to offer programmers the opportunity to update their skillsets.
- d) Offer new hires shorter-term contracts to allow for a continual hiring of programmers with the most up-to-date skills.

Answer: d

Question: 10

A valued employee arrives 15 minutes late for work without explanation. Using the company's positive approach to discipline, which action should be taken to course-correct the employee's tardiness?

- a) Counseling
- b) Verbal caution
- c) Final warning
- d) Written reprimand

Answer: a

Avail the Study Guide to Pass SHRM-CP Certified Professional Exam:

- Find out about the SHRM-CP syllabus topics. Visiting the official site offers an idea about the exam structure and other important study resources. Going through the syllabus topics help to plan the exam in an organized manner.
- Once you are done exploring the [SHRM-CP syllabus](#), it is time to plan for studying and covering the syllabus topics from the core. Chalk out the best plan for yourself to cover each part of the syllabus in a hassle-free manner.
- A study schedule helps you to stay calm throughout your exam preparation. It should contain your materials and thoughts like study hours, number of topics for daily studying mentioned on it. The best bet to clear the exam is to follow your schedule rigorously.
- The candidate should not miss out on the scope to learn from the SHRM-CP training. Joining the SHRM provided training for SHRM-CP exam helps a candidate to strengthen his practical knowledge base from the certification.
- Learning about the probable questions and gaining knowledge regarding the exam structure helps a lot. Go through the [SHRM-CP sample questions](#) and boost your knowledge
- Make yourself a pro through online practicing the syllabus topics. SHRM-CP practice tests would guide you on your strengths and weaknesses regarding the syllabus topics. Through rigorous practicing, you can improve the weaker sections too. Learn well about time management during exam and become confident gradually with practice tests.

Career Benefits:

Passing the SHRM-CP exam, helps a candidate to prosper highly in his career. Having the certification on the resume adds to the candidate's benefit and helps to get the best opportunities.

Here Is the Trusted Practice Test for the SHRM-CP Certification

ProcessExam.Com is here with all the necessary details regarding the SHRM-CP exam. We provide authentic practice tests for the SHRM-CP exam. What do you gain from these practice tests? You get to experience the real exam-like questions made by industry experts and get a scope to improve your performance in the actual exam. Rely on ProcessExam.Com for rigorous, unlimited two-month attempts on the [SHRM-CP practice tests](#), and gradually build your confidence. Rigorous practice made many aspirants successful and made their journey easy towards grabbing the SHRM Certified Professional (SHRM-CP).

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