

Latest [Jul 22, 2023] SHRM SHRM-CP Exam Practice Test To Gain Brilliante Result [Q81-Q105]



Latest [Jul 22, 2023] SHRM SHRM-CP Exam Practice Test To Gain Brilliante Result [Q81-Q105]

Latest [Jul 22, 2023] SHRM SHRM-CP Exam Practice Test To Gain Brilliante Result
Take a Leap Forward in Your Career by Earning SHRM SHRM-CP

NEW QUESTION 81

The Fair Labor Standards Act (FLSA) retains a certification of age for all employees for how long?

- * 1 year
- * 2 years
- * 3 years
- * 5 years
- * Until employee termination

Explanation: The Fair Labor Standards Act requires that companies maintain a certification of age on file for all employees until their employment is terminated. The certification of age simply shows that the employee can legally work for the company in the capacity in which he or she was hired. Once the employment has been terminated, it is no longer necessary to maintain a certification of age. Answer choices A, B, C, and D all represents time periods that could be true depending on the time that an employee is with a company, but they are not technically correct based on the wording of the law.

NEW QUESTION 82

Within how many days of receiving a citation must an employer file a Notice of Contest?

- * 7
- * 15
- * 30
- * 45

Explanation: Should an employer receive a citation, he has a maximum of 15 days to file a Notice of Contest. The employer may certainly file the Notice of Contest within 7 days, but there is still time beyond this to consider the decision. Filing a Notice of Contest 30 or 45 days after receiving the citation would be too late.

NEW QUESTION 83

A human resources department is reviewing its current staffing availability and needs. The company is attempting to reduce unnecessary costs and has asked the human resources department to see if any cuts can be made. After a careful review, the human resources manager realizes that the department can make some positive changes. In particular, two of his employees have been requesting reduced hours, and he realizes that they have similar skills and have essentially been doing the same job. What is one option for the employees in this situation?

- * Oncall
- * Telecommuting
- * Internship
- * Jobsharing

Explanation: With both employees having similar skills and looking for reduced hours, jobsharing might be the best option both for them and the company. Having the employees oncalle might be useful for reduced hours, but without more information on the type of business it might also be difficult to arrange. (Oncall work, for instance, would be of little use in a standard office environment and might do more to disrupt activities.) Telecommuting is useful for cost reduction, but it does not necessarily address the specific needs of this situation. An internship makes little sense as both employees are already full employees instead of students looking to acquire experience.

NEW QUESTION 84

Which of the following is NOT part of Kirkpatrick's training evaluation framework?

- * reaction
- * results
- * context
- * learning

Explanation: Context is not part of Kirkpatrick's training evaluation framework. Even though it was created in 1967, Kirkpatrick's description of training evaluation is still widely used. It outlines four criteria: reaction, learning, job behavior, and results. Reaction is the trainee's immediate response to the program. Learning is the information and skills that were obtained during the program. It is important that trainees acquire the skills they are supposed to acquire during training. Job behavior is the extent to which what has been learned during training is applied to real work. Finally, results are the overall impact of the training program on company performance.

NEW QUESTION 85

The Green Company is putting together a group incentive. To begin with, management assesses the baseline productivity levels of the organization. Incentives are given when the group exceeds baseline productivity. What type of program has the Green Company established?

- * gainsharing
- * Scanlon Plan

- * improshare
- * profit sharing

Explanation: The Green Company has established an improshare program. In this type of group incentive program, employees are rewarded for performing above a preestablished baseline standard. If the employees consistently exceed the baseline, it may be raised in the future. A gainsharing program is a more general attempt to improve the performance of the entire organization. A Scanlon plan gives employees a share of the cost savings achieved through increased productivity. A profitsharing plan gives employees a percentage of the organization's profits.

NEW QUESTION 86

In which type of dispute resolution do both parties agree to accept whatever decision is reached by the third party judge?

- * binding arbitration
- * compulsory arbitration
- * constructive confrontation
- * ad hoc arbitration

Explanation: In binding arbitration, both parties agree to accept whatever decision is reached by the third party judge. Compulsory arbitration, meanwhile, exists when the terms of a contract dictate that any future disputes will be settled through arbitration. Constructive confrontation is a system for handling disputes within an organization, usually by dividing them into their central and peripheral elements. Ad hoc arbitration is a onetime dispute resolution aimed at handling one particular problem.

NEW QUESTION 87

Pattern bargaining, whipsawing, and leapfrogging are all alternate names for which of the following collective bargaining strategies?

- * Singleunion bargaining
- * Multiemployer bargaining
- * Parallel bargaining
- * Multiunit bargaining

Explanation: Pattern bargaining, whipsawing, and leapfrogging are all alternate names for parallel bargaining. Singleunit bargaining has no alternate names. Multiemployer bargaining also has no recognized alternate names. Multiunit bargaining is also known as coordinated bargaining.

NEW QUESTION 88

A small landscaping company argues that complying with ADA regulations would constitute an undue hardship. Which of the following company characteristics would NOT be considered by the government when evaluating this claim?

- * Size of the company
- * Location of the company
- * Cost of making reasonable accommodations
- * Financial status of the company

Explanation: The government would not consider the location of the company when evaluating a claim that complying with ADA regulations would constitute an undue hardship. The government does issue some exceptions to the ADA in cases where compliance would significantly impair a business's viability. However, the precise location of the business should not have any effect.

NEW QUESTION 89

Which of the following represents a legitimate reason for company management to conduct a workplace investigation?

- * An employee is accused of inappropriate behavior toward other employees
- * The company experiences a rapid reduction in the price of their stock
- * Management becomes aware of a breach in legal compliance
- * A supervisor reports a disagreement among coworkers in his or her department

* The human resources supervisor recognizes clear organizational problems within the human resources department
Explanation: If an employee is accused of inappropriate behavior toward other employees, the company management has an obligation to conduct a workplace investigation. Answer choice B is incorrect because a workplace investigation is related to activities and behavior in the workplace; a rapid reduction in the price of the stock would not require a workplace investigation. Answer choice C is incorrect because company management would not require a workplace investigation due to a breach in legal compliance. Answer choice D is incorrect because disagreements among coworkers are par for the course in the workplace. It is the substance of the disagreement that might cause a workplace investigation. Answer choice E is incorrect because management would not require a workplace investigation due to organizational problems within the human resources department.

NEW QUESTION 90

Ron and Marcy apply for the same job at the Brown Company. During Ron's interview, the interviewer outlines the major responsibilities of the available position, and asks Ron a series of questions about his ability to fulfill them. Marcy's interview covers much of the same ground, but the interviewer asks different questions related to Marcy's unique educational background. Ron and Marcy have participated in

- * structured interviews.
- * stress interviews.
- * patterned interviews.
- * nondirective interviews

Explanation: Ron and Marcy have participated in patterned interviews. This type of interview covers a predetermined set of subjects, but does not adhere to a script. In other words, the interviewer will know in advance what topics are to be discussed, but will not have a list of questions to be asked verbatim. Patterned interviews allow the interviewer to follow up on interesting and provocative comments, but the resulting interviews may be difficult to compare. A structured interview follows a predetermined list of questions. In a stress interview, the prospective employee is subjected to a very difficult or challenging situation. A nondirective interview is a freeform conversation that may range over any number of topics.

NEW QUESTION 91

Eamon is a human resources professional for a large firm of attorneys, and he has been assigned the responsibility of developing an instructional method that is most suitable for the support staff at the firm. The support staff has been struggling with problemsolving issues, and Eamon has been instructed to utilize a training method that will allow the staff members to discuss problems and potential resolutions under the supervision of a third party expert. Which of the following instructional methods will be most effective for this situation?

- * Vestibule
- * Facilitation
- * Demonstration
- * Conference
- * Oneonone

Explanation: Facilitation is an instructional method that enables employees to work together on problemsolving techniques while under the guidance of a facilitator, or thirdparty expert in helping different groups interact effectively. Answer choice A is incorrect because the vestibule instructional method is a type of simulation, in which the employees receive hands on experience on the equipment they will be using. A demonstration is largely just a presentation of information in a lecturestyle setting, so that would be inappropriate for this situation, making answer choice C incorrect. Similarly, a conference style of instructional method is primarily focused on presenting information without employee interaction, so answer choice D is also incorrect. And the oneonone method would be instruction given from one person to another. This is hardly useful in the situation with which Eamon is presented, so answer choice E is incorrect.

NEW QUESTION 92

An employer believes that an employee has concealed a USB drive with valuable trade secrets on his person. Is the employer

allowed to search the employee's body?

- * Yes, but the search must be conducted by an employee of the same sex.
- * Yes, but the search must be conducted by a law enforcement officer.
- * No, because the employee has a reasonable expectation of privacy.
- * No, because physical searches in the workplace are prohibited by law.

Explanation: It is legal for the employee to be searched, but the search should be performed by a law enforcement officer. Body searches are allowed so long as they are conducted for legitimate business reasons. Of course, before requesting a body search the employer should try other means of resolving the situation.

NEW QUESTION 93

The Youngblood Company is too small to have its own health insurance plan, so it joins several other businesses in a combined plan.

This is known as a(n)

- * administrative services only plan.
- * third party administrator plan.
- * partially selffunded plan.
- * health purchasing alliance.

Explanation: The Youngblood Company's arrangement is known as a health purchasing alliance. This gives smaller businesses more purchasing power and leverage in negotiations with health insurance providers. In an administrative services only plan, the employer creates a claim fund and then hires an insurance company to manage it. In a third party administrator plan, a business besides the employer or the insurance company handles claims. In a partially selffunded plan, employers only provide a certain amount of coverage. This type of plan ensures that a small business will not be ruined by a single large claim.

NEW QUESTION 94

Which of the following is the acronym used to describe an exception to any of the antidiscrimination laws for employment?

- * EEOE
- * SCIS
- * EADE
- * BFOQ

Explanation: The acronym BFOQ stands for bona fide occupational qualification and describes an exception to any of the antidiscrimination laws for employment. (For instance, in some religious organizations, only men may be ordained as ministers/priests. This would be considered a bona fide occupational qualification.) The other acronyms do not reflect any recognized terms and certainly have no connection to exceptions within the antidiscrimination laws.

NEW QUESTION 95

Which of the following is a rating method of performance appraisal?

- * checklist
- * field appraisal
- * essay
- * critical incident review

Explanation: A checklist is a rating method of performance appraisal. In a checklist system, the various elements of the job description are listed, and the employee receives a check mark for each element he performs with competence. This is considered a rating system because the number of checks can be converted into a score, which makes it possible to compare employees. In a field appraisal, someone besides the employee's supervisor observes and reports on the employee's performance. In an essay appraisal, the evaluator writes a short prose passage about the employee's performance. In a critical incident review, the supervisor discusses the especially positive and negative aspects of the employee's performance.

NEW QUESTION 96

The ERG Theory (1969) is attributed to which of the following researchers?

- * Fredrick Herzberg
- * Clayton Alderfer
- * Abraham Maslow
- * Victor Vroom

Explanation: The ERG Theory of 1969, which looks at the levels Existence, Relatedness, and Growth among employees, is attributed to Clayton Alderfer. Fredrick Herzberg is credited with the Motivation/Hygiene Theory of 1959; Victor Vroom is credited with the Expectancy Theory of 1964; Abraham Maslow is credited with the Hierarchy of Needs Theory of 1954.

NEW QUESTION 97

Which of the following types of bargaining strategies between an employer and union employees is considered to be illegal?

- * Double breasting
- * Lockout
- * Secondary boycott
- * Common situs picketing
- * Sitdown strike

Explanation: While some types of strikes are fully legal, a sitdown strike is considered illegal. Double breasting is a reference to different types of businesses one being union and the other being nonunion and it has no immediate connection to bargaining strategies, so answer choice A is incorrect. A lockout is the result of an employer stopping work indefinitely, but it is not a bargaining strategy, so answer choice B is incorrect. A secondary boycott is the result of a union attempting to require the participation of a secondary employer who is not directly involved in a union issue with the primary employer, so answer choice C is incorrect. Common situs picketing is the result of two employers sharing a business location when one of the employers is engaged in a labor dispute with employees, so answer choice D is incorrect.

NEW QUESTION 98

When a Compliance Safety and Health Officer (CSHO) holds an inspection of a business, all of the following must occur during the inspection except:

- * Opening conference
- * Presentation of credentials
- * Resolution of problem
- * Tour of facilities

Explanation: During a CSHO inspection, the following should occur: the CSHO should present his credentials, the CSHO should hold an opening conference, the CSHO should tour the facilities, and the CSHO should hold a closing conference. It cannot be expected that the problem, if one is determined to be present, will be resolved during the inspection. A resolution is usually a followup result of the inspection.

NEW QUESTION 99

In which case did the Fifth Circuit determine that a company may not claim physical difficulty as a bona fide occupational qualification in order to keep women out of certain jobs?

- * Rosenfeld v. Southern Pacific (1968)
- * McDonnell Douglas Corporation v. Green (1973)
- * Weeks v. Southern Bell Telephone Company (1969)
- * Texas Department of Community Affairs v. Burdine (1981)

Explanation: In Weeks v. Southern Bell Telephone Company (1969), the Fifth Circuit determined that a company may not claim physical difficulty as a bona fide occupational qualification in order to keep women out of certain jobs. This case centered on a woman who was denied an available position within the company because it entailed some heavy lifting. She asserted that this was

discrimination. The company admitted prima facie discrimination but argued unsuccessfully that the ability to lift heavy objects was a bona fide occupational qualification.

NEW QUESTION 100

The Archibald Corporation has offices in thirteen countries besides the United States. In these foreign offices, the management positions are held by locals and the corporate positions are held by Americans. What is one possible drawback of this arrangement?

- * Organizational culture is too homogenous
- * Resentment by the foreign community
- * Lack of communication among the foreign offices
- * Exaggerated hiring costs

Explanation: One possible drawback of this arrangement is a lack of communication among the foreign offices. The Archibald Corporation is using what is known as the polycentric approach to international staffing. The advantages to this system are that it is cheaper to employ foreign nationals than to use expatriates and that it gives the foreign community a sense of investment in the business. However, if a corporation has multiple overseas offices, linguistic and cultural barriers may impede communication among them.

NEW QUESTION 101

Which three factors does the HAY system use to classify jobs?

- * knowledge, experience, and seniority
- * knowledge, skill, and ability
- * knowledge, accountability, and problem solving
- * knowledge, skill, and responsibility

Explanation: The HAY system classifies jobs according to knowledge, accountability, and problem solving. This system, which was developed in 1943, is a form of point factor grading. A job's accountability is the degree to which other members of the organization rely on that employee.

NEW QUESTION 102

The LaborManagement Reporting and Disclosure Act (LMRDA) of 1959 required that local unions conduct leadership elections how often?

- * Every 2 years
- * Every 3 years
- * Every 4 years
- * Every 5 years

Explanation: LMRDA required that local unions conduct leadership elections every three years. Answer choice D reflects the requirement for national unions (discussed in question 151). The other answer choices do not reflect union leadership election requirements.

NEW QUESTION 103

For human resources departments, what is the first step in enterprise risk management?

- * audit
- * insurance
- * forecasting
- * employee interviews

Explanation: For human resources departments, the first step in enterprise risk management is an audit. Enterprise risk management is a systematic assessment of the potential dangers to an organization, as well as the creation of a strategy to mitigate these dangers. A human resources audit looks for areas in which the business is at risk, whether because of suboptimal working conditions or

noncompliance with regulations. Employee interviews may be a part of the audit. The purchase of insurance may be one consequence of an audit. Forecasting may only occur after the completion of an audit.

NEW QUESTION 104

In which case did the Supreme Court rule that contagious diseases should be treated as handicaps under Section 504 of the Rehabilitation Act?

- * Martin v. Wilks (1989)
- * Johnson v. Santa Clara County Transportation Agency (1987)
- * School Board of Nassau v. Arline (1987)
- * St. Mary's Honor Center v. Hicks (1993)

Explanation: In School Board of Nassau v. Arline, the Supreme Court ruled that contagious diseases should be treated as handicaps under Section 504 of the Rehabilitation Act. This case was based on a schoolteacher who had tuberculosis and was unable to work for a long while, during which time she was fired. The Supreme Court ruled that employers are responsible for making reasonable accommodations for employees with contagious diseases.

NEW QUESTION 105

Which type of voluntary benefit plan goes beyond IRS guidelines and tends to be offered to shareholders and executives?

- * Qualified plan
- * Nonqualified plan
- * Defined contribution
- * Defined benefit
- * Participation benefit

Explanation: This question describes the nonqualified plan, which provides benefits to employees such as executives and shareholders. Answer choice A is incorrect because the qualified plan provides IRS-approved tax advantages but without any extra benefits for shareholders and executives. Answer choice C is incorrect because the defined contribution plan utilizes a standard pension plan without any added benefits defined in advance. Answer choice D is incorrect because the defined benefit program starts with a pension plan and adds specified benefits to it. Answer choice E is incorrect because participation benefit is not a type of voluntary benefits plan.

Authentic Best resources for SHRM-CP Online Practice Exam:

https://www.test4engine.com/SHRM-CP_exam-latest-braindumps.html