

SHRM-CP

SHRM CERTIFIED PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS

Details of the Exam-Syllabus-Questions

SHRM-CP

SHRM Certified Professional (SHRM-CP)

134 Questions Exam – Duration of 220 minutes

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Get an Overview of the SHRM-CP Certification:

Who should take the [SHRM-CP exam](#)? This is the first question that comes to a candidate's mind when preparing for the Certified Professional certification. The SHRM-CP certification is suitable for candidates who are keen to earn knowledge on the Human Resources and grab their SHRM Certified Professional (SHRM-CP). When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But SHRM-CP study guide PDF is here to solve the problem. SHRM-CP PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the SHRM-CP Certification?

There are several reasons why one should grab the SHRM-CP certification.

- The Certified Professional certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [SHRM Certified Professional \(SHRM-CP\)](#) is a powerful qualification for a prosperous career.

What Is the SHRM-CP Certified Professional Certification Exam Structure?

Exam Name	SHRM Certified Professional
Exam Code	SHRM-CP
Member Exam Fee	USD \$410
Non-member Exam Fee	USD \$510
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

Enhance Knowledge with SHRM-CP Sample Questions:

Question: 1

Three product leads from the research and development division of a software company meet with an HR manager to discuss the performance problems of a project manager. Each product lead reports encountering similar issues with the project manager.

The biggest problem is the project manager consistently promises products will be completed by a specific date and fails to deliver. During the discussion, the three product leads complain about losing customers as a result of the project manager's behaviors.

Six months after the initial consultation with the HR manager, the division director asks for an update on the project manager's progress. Which is the best way for the HR manager to show this data?

- a) Prepare a detailed performance summary for each project over the past six months.
- b) Schedule a meeting so the product leads can share data about customer retention with the division director.
- c) Focus on the project manager's progress toward time and budget metrics over the last six months.
- d) Submit a report with detailed notes from the project manager's performance meetings.

Answer: a

Question: 2

Several raters evaluate job descriptions and arrange them according to their value to the company. Which job evaluation method are the raters using?

- a) Classification
- b) Ranking
- c) Point factor
- d) Market-pricing

Answer: b

Question: 3

Which selection tool should be used to fill a vacancy that requires managing multiple priorities and working under pressure?

- a) Cognitive ability test
- b) Background check
- c) Behavioral assessment
- d) Academic transcript

Answer: c

Question: 4

A VP of talent development requests a two-day communication skills training for the team. The VP and the trainer meet for a planning session. The VP explains the department is working on several key projects and it needs to improve its effective communication to be successful.

During the training session, the trainer observes an apparent lack of trust and openness among team members, which causes some team members to withdraw from the training activities. The VP receives feedback from managers that indicates the session did not go well, so the VP requests a meeting with the trainer.

Which action should the trainer take to improve group dynamics?

- a) Conduct a team performance appraisal.
- b) Provide coaching to high-performing team members.
- c) Assess levels of trust among team members.
- d) Schedule an offsite team-building activity.

Answer: c

Question: 5

Three product leads from the research and development division of a software company meet with an HR manager to discuss the performance problems of a project manager. Each product lead reports encountering similar issues with the project manager.

The biggest problem is the project manager consistently promises products will be completed by a specific date and fails to deliver. During the discussion, the three product leads complain about losing customers as a result of the project manager's behaviors.

The project manager says managing multiple large projects is too difficult. Which strategy should the HR manager use to best address this issue?

- a) Hire a project coordinator to handle administrative project tasks.
- b) Help the project manager break large tasks into smaller, more manageable pieces.
- c) Assign the project manager with a mentor to provide advice and assistance.
- d) Ask the project manager's supervisor to temporarily delegate projects to other employees.

Answer: b

Question: 6

When developing an emergency disaster plan, which activity occurs during a vulnerability analysis?

- a) Identifying key products, services, and operations and evaluating their reinforcements
- b) Determining the likelihood of potential hazards and their effects on the business
- c) Assessing available internal and external resources and establishing emergency contacts
- d) Working with an insurance carrier to analyze exclusions and areas of exposure

Answer: b

Question: 7

Which activity best exemplifies job enrichment?

- a) An IT employee researches how to resolve a software problem.
- b) A marketing employee spends extra time developing new branding ideas.
- c) A billing department employee is given the added responsibility of calculating payroll.
- d) A sales employee is selected by a supervisor to mentor junior employees.

Answer: d

Question: 8

Which strategy best facilitates internal transfers and maximizes flexibility when assigning pay levels?

- a) Adjusting pay based on comparable worth of jobs
- b) Minimizing overlap between pay grades
- c) Implementing a broadband pay system
- d) Adopting a seniority-based pay system

Answer: c

Question: 9

Which action best fosters high ethical standards in an organization?

- a) Establishing an anonymous reporting hotline
- b) Adopting a corporate social responsibility policy
- c) Distributing the employee handbook annually
- d) Providing manager training on codes of conduct

Answer: d

Question: 10

A VP of talent development requests a two-day communication skills training for the team. The VP and the trainer meet for a planning session. The VP explains the department is working on several key projects and it needs to improve its effective communication to be successful.

During the training session, the trainer observes an apparent lack of trust and openness among team members, which causes some team members to withdraw from the training activities. The VP receives feedback from managers that indicates the session did not go well, so the VP requests a meeting with the trainer.

After the training session is complete, which step should the trainer take?

- a) Review the training evaluations for the session.
- b) Debrief the VP on observations during training.
- c) Meet with the team's supervisor to disclose findings.
- d) Calculate the return on investment for the session.

Answer: a

What Study Guide Works Best in Acing the SHRM-CP Certified Professional Certification?

The SHRM-CP study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the Certified Professional exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the SHRM-CP training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the SHRM-CP Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, SHRM-CP practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven SHRM-CP Practice Test for Success!!!

Do you want to pass the SHRM-CP exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your SHRM Certified Professional preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [SHRM-CP practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.