

SHRM-SCP

**SHRM SENIOR CERTIFIED PROFESSIONAL CERTIFICATION
QUESTIONS & ANSWERS**

Exam Summary – Syllabus – Questions

SHRM-SCP

SHRM Senior Certified Professional (SHRM-SCP)

134 Questions Exam – Duration of 220 minutes

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Know Your SHRM-SCP Certification Well:

The SHRM-SCP is best suitable for candidates who want to gain knowledge in the SHRM Human Resources. Before you start your SHRM-SCP preparation you may struggle to get all the crucial Senior Certified Professional materials like SHRM-SCP syllabus, sample questions, study guide.

But don't worry the SHRM-SCP PDF is here to help you prepare in a stress free manner.

The PDF is a combination of all your queries like-

- What is in the SHRM-SCP syllabus?
- How many questions are there in the SHRM-SCP exam?
- Which Practice test would help me to pass the SHRM-SCP exam at the first attempt?

Passing the SHRM-SCP exam makes you SHRM Senior Certified Professional (SHRM-SCP). Having the Senior Certified Professional certification opens multiple opportunities for you. You can grab a new job, get a higher salary or simply get recognition within your current organization.

SHRM-SCP Senior Certified Professional Certification Details:

Exam Name	SHRM Senior Certified Professional
Exam Code	SHRM-SCP
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-SCP Exam Sample Questions and Answers
Practice Exam	SHRM Senior Certified Professional (SHRM-SCP) Practice Test

SHRM-SCP 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%)	

SHRM-SCP Sample Questions:

Question: 1

Recently, HR has received complaints about the fairness of the CEO's compensation. Which should the HR manager do first to ensure that the executive compensation practices of the company are fair?

- a) Analyze the company culture and compensation structure history.
- b) Determine which objectives are being used to evaluate executives.
- c) Identify the rewards being offered to incentivize long-term goals.
- d) Confirm the plan is balanced with long-term and short-term incentives.

Answer: a

Question: 2

A CEO asks the VP of HR to recommend talent-rich countries to consider for global expansion and to consider cost as part of the recommendation. When identifying potential countries, which is most important for the VP of HR to consider?

- a) Each country's employment laws and regulations
- b) Availability and compatibility of HRIS platforms
- c) The company's readiness to deploy expatriates
- d) Culture and language training needs

Answer: a

Question: 3

An HR manager prepares for a budget meeting with multiple teams to determine departmental budget allocations. Which bargaining strategy should the HR manager use to achieve a mutually beneficial decision?

- a) Distributive
- b) Integrative
- c) Zero-sum
- d) Positional

Answer: b**Question: 4**

Scenario: A manufacturer has secured a contract from a large hospital to build and supply operating room equipment. The hospital specifies the steps in the manufacturing and quality control processes that it expects, and the manufacturing company has contractually committed to meet these specifications. The production line employees discover that they can skip one of the steps in the quality control process when building respirators without any noticeable change in the final product. The client unknowingly accepts the finished respirators as meeting specifications. During an exit interview, a departing employee reveals to the senior HR director that his entire unit is skipping a critical step in the quality control process for building the respirators. No one in the production's supervisory line or management is aware this is happening.

What is the first thing the HR director should do?

- a) Confer with counsel's office to determine what information should reported to the hospital.
- b) Review the business case to determine if eliminating this step causes product failure.
- c) Report information to the operations manager to decide how to proceed.
- d) Initiate an investigation to swiftly determine the accuracy of employee's claim.

Answer: d**Question: 5**

After the recent implementation of a new human capital management platform, a CEO requests people analytics data. Which action should the HR manager take first?

- a) Direct the HR analyst to extract and summarize relevant data.
- b) Develop a suite of analytical reports that focus on employee performance.
- c) Train interested stakeholders on self-service options and decentralized capabilities.
- d) Ask business partners to identify key metrics that link business strategy to outcomes.

Answer: d

Question: 6

Which measure shows how much more valuable an organization has become because of its investment in human capital?

- a) Human economic value added
- b) Return on investment
- c) Human capital value added
- d) Human capital return on investment

Answer: a

Question: 7

Which incentive plan is most likely to cause frustration to higher-performing employees?

- a) Piecework
- b) Behavioral encouragement
- c) Gain sharing
- d) Profit sharing

Answer: c

Question: 8

An HR manager meets with the area supervisor and an employee who has limited head mobility due to a work-related injury to discuss potential accommodations. The employee suggests building steps at one of the workstations in an assembly line so the employee does not have to look upward. After considering other workers' traffic patterns, everyone except the employee concludes adding stairs will introduce a tripping hazard and decrease the safety of other workers. The employee threatens to file a lawsuit claiming the company did not adequately explore the employee's suggested accommodation. Which action should the HR manager take to reduce the likelihood that the employee will file a lawsuit?

- a) Place stairs on the assembly line temporarily so the worker can see the danger they pose to other workers.
- b) Obtain a professional safety engineering analysis of the impact and feasibility of building the steps.
- c) Ask other workers whether they think the steps will be a hazard before concluding the review.
- d) Allow the employee to use the stairs under the condition that they will be removed if other employees complained about them.

Answer: b

Question: 9

Which is the best way to address the lack of diversity within organizational units?

- a) Implement incentives to employees for candidate referrals.
- b) Develop a diversity initiative with targeted hiring objectives.
- c) Consult legal to mitigate discrimination claims in hiring.
- d) Confirm that recruiters incorporate diversity policy into the recruitment process.

Answer: b

Question: 10

Which test most effectively identifies potential high-performing leaders in a collaborative work environment?

- a) Psychomotor
- b) Personality
- c) Emotional intelligence
- d) Work sample

Answer: c

Study Guide to Crack SHRM Senior Certified Professional SHRM-SCP Exam:

- Getting details of the SHRM-SCP syllabus, is the first step of a study plan. This pdf is going to be of ultimate help. Completion of the syllabus is must to pass the SHRM-SCP exam.
- Making a schedule is vital. A structured method of preparation leads to success. A candidate must plan his schedule and follow it rigorously to attain success.
- Joining the SHRM provided training for SHRM-SCP exam could be of much help. If there is specific training for the exam, you can discover it from the link above.
- Read from the SHRM-SCP sample questions to gain your idea about the actual exam questions. In this PDF useful sample questions are provided to make your exam preparation easy.
- Practicing on SHRM-SCP practice tests is must. Continuous practice will make you an expert in all syllabus areas.

Reliable Online Practice Test for SHRM-SCP Certification

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