

SHRM-SCP

SHRM SENIOR CERTIFIED PROFESSIONAL CERTIFICATION
QUESTIONS & ANSWERS

Details of the Exam-Syllabus-Questions

SHRM-SCP

SHRM Senior Certified Professional (SHRM-SCP)

134 Questions Exam – Duration of 220 minutes

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Get an Overview of the SHRM-SCP Certification:

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

Why Should You Earn the SHRM-SCP Certification?

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

- The Senior 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 Senior Certified Professional \(SHRM-SCP\)](#) is a powerful qualification for a prosperous career.

What Is the SHRM-SCP Senior Certified Professional Certification Exam Structure?

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

Enhance Knowledge with SHRM-SCP Sample Questions:

Question: 1

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?

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

Answer: c

Question: 2

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?

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

Answer: b

Question: 3

An organization's outdated HRIS is difficult to use and involves a paper-and-pen performance rating process. The organization is headquartered in a storm-prone area.

During a recent weather-related evacuation, employees were unable to complete and submit performance ratings in a timely manner. The HR department selects a new online HRIS vendor to mitigate this issue in the future.

Leadership agrees to fund the new HRIS, which includes employee self-service features. Which action should the HR director take to encourage employees to use the HRIS?

- a) Reinforce the benefits of using the self-service features, including immediate access to information.
- b) Show employees how to use the self-service features when they ask HR to provide basic information.
- c) Explain that the employee self-service features will save time for the HR department.
- d) Provide in-person and virtual trainings on the new HRIS employee self-service features.

Answer: a

Question: 4

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.

Senior management instructs the HR manager to develop a plan for legally terminating other injured employees to prevent them from filing suits. How should the HR manager respond?

- a) Inform senior management that this action could result in the filing of wrongful termination suits.
- b) Explain that other employees will observe the common theme among the terminated employees, which will lower morale and trust of leadership.
- c) Advise senior management to have the issue reviewed by a different team to see whether they can suggest alternate solutions.
- d) Examine the employees' HR files to see whether there are any violations of company policy.

Answer: a

Question: 5

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: 6**

In addition to projected cost savings, which should be a primary consideration when determining whether to outsource a business function?

- a) Rate of customer acquisition
- b) Timeline and action plan
- c) Effect on employee morale
- d) Organization size

Answer: c**Question: 7**

A talent director at a global apparel company is designing an employee value proposition (EVP) to grow the external candidate pipeline. Which action should the talent director take first?

- a) Develop separate and distinct branding for the EVP that is different from the marketing brand to avoid confusing candidates.
- b) Create a unique EVP brand and recruitment campaign materials for each region across the global organization to appeal to local audiences.
- c) Engage with external vendors to minimize bias and ensure cultural sensitivity in EVP recruitment campaign materials.
- d) Partner with the marketing team to build an EVP and associated recruiting campaigns that align with the company's core brand.

Answer: d**Question: 8**

When developing leave plans, which factors are the most critical to consider?

- a) Objectives and legal requirements
- b) Types and employment eligibility
- c) Cost and budgetary implications
- d) Policies and procedures for use

Answer: a

Question: 9

An organization's outdated HRIS is difficult to use and involves a paper-and-pen performance rating process. The organization is headquartered in a storm-prone area.

During a recent weather-related evacuation, employees were unable to complete and submit performance ratings in a timely manner. The HR department selects a new online HRIS vendor to mitigate this issue in the future.

At performance review time, employees express anxiety over the security of their online ratings. Which action should the HR director take in response to these concerns?

- a) Share statistics about the likelihood and effects of a cybersecurity breach in the new HRIS.
- b) Allow concerned employees to complete their ratings with paper forms rather than online.
- c) Create a contingency plan that outlines corrective actions the company will take if a breach occurs.
- d) Ask a representative from the HRIS company to describe the company's data security processes and protections.

Answer: d

Question: 10

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

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

The SHRM-SCP 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 Senior 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-SCP 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-SCP 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-SCP practice tests always stand out to be the better choice than dumps PDF.

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

Do you want to pass the SHRM-SCP exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your SHRM Senior 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-SCP practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.