

## SHRM-CP Practice test A Questions and Answers

When employees leave work early or purposefully work at a slow pace, they are engaging in

- a. property deviance
- b. production deviance
- c. political deviance
- d. personal aggression - correct answer a. production deviance

In which business structure do partners exist mainly as investors, without much influence on daily operations?

- a. Limited liability partnership
- b. sole proprietorship
- c. general partnership
- d. joint venture - correct answer a. limited liability partnership

Which pieces of legislation declared that back pay awards cannot be a part of compensatory damages?

- a. Civil Rights Act of 1964
- b. Civil Rights Act of 1991
- c. Equal Employment Opportunity Act of 1974
- d. Americans with Disabilities Act of 1990 - correct answer b. Civil Rights Act of 1991

The SMART model outlines the important characteristics of

- a. forecasting studies
  - b. employee training
  - c. effective recruiting
  - d. organizational goals - correct answer d. organizational goals
- SMART- specific, measurable, achievable, realistic, timely

Name one consequence of the Clayton Act of 1914.

- a. Workers retained the right to organize
  - b. The Sherman Act was applied to unions
  - c. Employers could not always use injunctions to break strikes
  - d. Federal contractors must pay the going rate for workers - correct answer c. Employers could not always use injunctions to break strikes
- Intended to protect the free market from a monopoly.

Which of the following statements about performance appraisal is false?

- a. ranking is a good method for appraising large groups of employees
- b. focal review programs include all of the employees in an organization
- c. force ranking systems assume that most employees are neither exceptionally good nor exceptionally bad

# Shrm Phr Practice Test 2013

**Ola Aseku**



## **Shrm Phr Practice Test 2013:**

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**Communication for Business** Stephanie Kelly, 2019-08-22 This collection is a guide to greater communication efficiency in both clarity and time management for any professional or aspiring professional It guides the reader through the ways in which communicating through technology rather than face to face can alter their perceptions of others and the perceptions others make of them Each chapter concisely summarizes existing studies from the fields of communication psychology philosophy and engineering to lead the audience to very practical guidelines to make their professional communication world easier and more efficient The book is divided into three sections The first focuses on the more abstract components of communication such as creating connections and navigating humor The second part deals with more applied knowledge offering guides to specific and common technologies used for communication such as email and video conferencing The final section focuses on training for both trainers and trainees The volume gathers together contributions by 29 scholars all of whom offer their own unique expertise and guidance to the audience [SHRM-CP/SHRM-SCP Certification Practice Exams](#) William D. Kelly, Joanne Simon-Walters, 2018-10-05 More than 500 accurate practice questions and answers for the SHRM CP and SHRM SCP exams This all new book arms you with hundreds of practice questions for the two new Society for Human Resource Management exams the SHRM Certified Professional SHRM CP and the SHRM Senior Certified Professional SHRM

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