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39	A	B	C	D	E

PRACTICE QUESTIONS

Society For Human Resource Management (SHRM)

CP

SHRM Certified Professional

EDITION

Demo

QUESTIONS

9

FORMAT

Limited Edition PDF

Before you begin

What this is

9 practice questions for Society For Human Resource Management (SHRM) CP, each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, CP
- the question number
- the email address on your order

Write to **support@mometrix.net**. We reply within one business day.

QUESTION 1 SINGLE CHOICE

A mid-sized employer is deciding where to place the responsibility for workforce analytics. Which HR role is most appropriate for designing metrics that align HR data with organizational strategy?

- ☐ A HR specialist
- ☐ B HR generalist
- ☒ C Strategic business partner (HRBP)
- ☐ D Compensation analyst

ANSWER C

WHY The strategic HR business partner (HRBP) role is responsible for aligning HR strategy, including workforce analytics and metrics, with the organization's overall business strategy. HR specialists and generalists typically focus on operational or functional tasks, while a compensation analyst concentrates specifically on pay structures rather than broad workforce analytics.

QUESTION 2 SINGLE CHOICE

An employer wants to expand its candidate pool for an in-demand engineering role. Which sourcing method is most likely to yield passive candidates who already possess the required technical skills?

- ☐ A Internal job posting on the company intranet
- ☐ B Open posting on a general job board
- ☐ C Employee referral program
- ☒ D Targeted outreach through a professional networking platform

ANSWER D

WHY Targeted outreach through professional networking platforms (such as LinkedIn) allows recruiters to identify and engage passive candidates who are currently employed and not actively applying to openings. Internal job postings, general job boards, and referral programs primarily attract active job seekers or existing employees, rather than passive candidates with specialized skills.

QUESTION 3

SINGLE CHOICE

After rolling out a new compliance training program, the L&D team measures pre- and post-training quiz scores and on-the-job error rates. Which level of evaluation is the team primarily conducting?

- ☐ A Reaction
- ☒ B Learning
- ☐ C Behavior
- ☐ D Results

ANSWER B

WHY The Kirkpatrick model identifies four levels: Reaction (participant satisfaction), Learning (knowledge or skills gained, often measured by tests), Behavior (on-the-job application), and Results (business impact). Pre- and post-training quiz scores measure Learning, while on-the-job error rates measure Behavior. Because the question describes the assessment overall in the context of measuring knowledge gained through testing, the primary level being addressed is Learning.

QUESTION 4

SINGLE CHOICE

An organization wants to ensure that its compensation system supports pay equity across protected classes. Which compensation practice most directly addresses this objective?

- ☐ A Implementing a broad-banding salary structure
- ☒ B Conducting regular pay equity audits
- ☐ C Offering spot bonuses for high performers
- ☐ D Replacing fixed pay with variable pay

ANSWER B

WHY Regular pay equity audits analyze compensation data to detect and correct disparities among employees in protected classes performing substantially similar work. While broad-banding, spot bonuses, and variable pay are valid compensation tools, they do not directly measure or address pay equity.

QUESTION 5

SINGLE CHOICE

A supervisor reports that an employee has been insubordinate and verbally disrespectful to coworkers over the past two weeks. The HR manager is preparing to coach the supervisor on a progressive discipline approach. What is the correct order of the typical progressive discipline process?

- ☐ A Written warning, verbal warning, suspension, termination
- ☐ B Termination, suspension, written warning, verbal warning
- ☒ C Verbal warning, written warning, suspension, termination
- ☐ D Suspension, verbal warning, written warning, termination

ANSWER C

WHY Standard progressive discipline follows the sequence: verbal warning (informal coaching), written warning (formal documentation), suspension (final opportunity with paid or unpaid time off), and termination (separation). Beginning with termination or suspension violates the principle of progressive steps that give the employee opportunities to correct behavior.

QUESTION 6

SINGLE CHOICE

Under the U.S. Occupational Safety and Health Administration (OSHA) framework, which recordkeeping form must an employer with more than 10 employees use to log work-related injuries and illnesses?

- ☐ A Form 300A
- ☒ B Form 300
- ☐ C Form 301
- ☐ D Form 8WD7

ANSWER B

WHY OSHA's recordkeeping system uses Form 300 (the Log of Work-Related Injuries and Illnesses) to record each recordable injury or illness, Form 301 (the Injury and Illness Incident Report) for incident details, and Form 300A (the Summary) for the annual posted summary. Form 8WD7 is not an OSHA form. Form 300 is the required log itself.

QUESTION 7

SINGLE CHOICE

An HR leader is designing an initiative to address systemic barriers that limit advancement opportunities for employees from underrepresented groups. Which type of initiative best supports this goal?

- ☐ A Cultural awareness training for all employees
- ☒ B Sponsorship program pairing senior leaders with high-potential employees from underrepresented groups
- ☐ C Annual diversity celebration events
- ☐ D Posting job openings on multiple job boards

ANSWER B

WHY Sponsorship programs go beyond mentorship by having senior leaders actively advocate for, advocate with, and create advancement opportunities for protégés. This directly addresses systemic advancement barriers. Awareness training and celebration events increase understanding but do not by themselves remove advancement barriers, and broader job postings primarily affect recruitment rather than internal advancement.

QUESTION 8

SINGLE CHOICE

An organization is concerned that its latest engagement survey results show a decline in employees' sense of connection to the organization's mission. Which action is most likely to strengthen employees' connection to the mission?

- ☐ A Increasing the frequency of performance appraisals
- ☒ B Implementing transparent communication from leaders about organizational goals and progress
- ☐ C Offering flexible work arrangements
- ☐ D Raising base pay across all job levels

ANSWER B

WHY Employees develop a stronger connection to mission when leaders consistently communicate the organization's vision, strategy, and progress in a transparent way. Performance appraisals, flexible work arrangements, and base pay adjustments address other engagement drivers (feedback, work-life balance, compensation) but do not directly reinforce mission connection.

QUESTION 9

MULTIPLE CHOICE

Which two U.S. federal laws prohibit employment discrimination based on the protected characteristic listed for each? (Choose two.)

- ☐ A Title VII of the Civil Rights Act of 1964 - disability
- ☒ B Title VII of the Civil Rights Act of 1964 - religion
- ☒ C Age Discrimination in Employment Act (ADEA) - age
- ☐ D Americans with Disabilities Act (ADA) - genetic information

ANSWER B - C

WHY Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex (including pregnancy), and national origin. The ADEA prohibits age discrimination against individuals who are 40 or older. Disability discrimination is covered by the ADA and also Title I of the ADA, not Title VII. Genetic information discrimination is addressed by GINA (Genetic Information Nondiscrimination Act), not the ADA.