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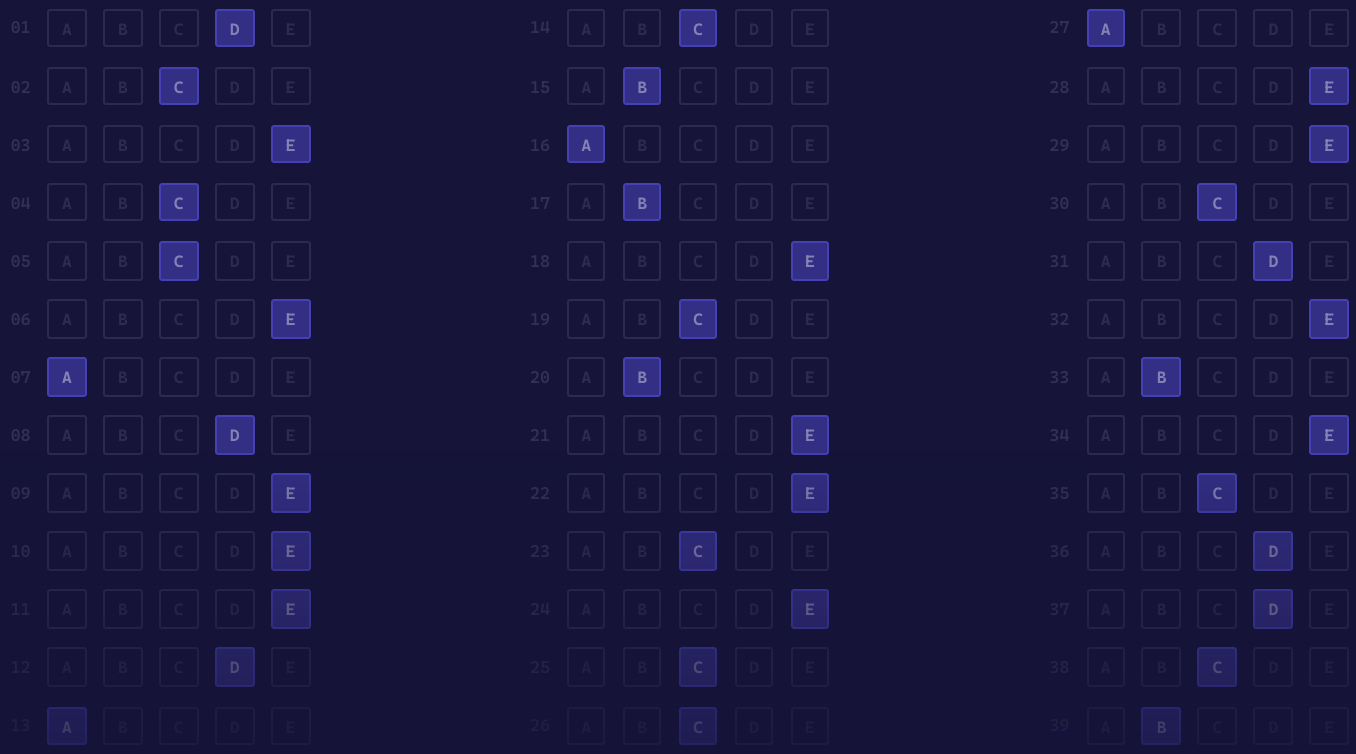

PRACTICE QUESTIONS

Society For Human Resource Management (SHRM)

CPCH

SHRM Certified Professional (Korean)

EDITION	QUESTIONS	FORMAT
Demo	9	Limited Edition PDF

WEB www.mometrix.net

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Before you begin

What this is

9 practice questions for Society For Human Resource Management (SHRM) `CPCH`, 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, `CPCH`
- the question number
- the email address on your order

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

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QUESTION 1 SINGLE CHOICE

According to the Korean Labor Standards Act, what is the maximum normal working hours per week that an employer may require of an employee without paying overtime premium?

A **40 hours**

B 44 hours

C 48 hours

D 52 hours

ANSWER A

WHY Under Article 50 of the Korean Labor Standards Act, normal working hours are limited to 40 hours per week and 8 hours per day. Hours worked beyond these limits qualify for overtime premium pay (generally 50% or more for extended/night work, 100% or more for holiday work).

QUESTION 2 SINGLE CHOICE

An HR manager is preparing a disciplinary action for an employee accused of misconduct. Under generally accepted Korean HR practice aligned with the SHRM body of competencies, which principle must the disciplinary process MOST importantly satisfy?

A Disciplinary action should be announced publicly to deter other employees

B The employer may impose any penalty it deems appropriate without notice

C **Disciplinary action must follow principles of proportionality, consistency, and procedural fairness**

D Disciplinary action is valid only if the employee's union representative approves it

ANSWER C

WHY Korean labor law and recognized HR standards require that disciplinary action be based on documented rules, applied consistently and proportionately to the offense, and follow fair procedure (notice, opportunity to explain, and appeal). Public shaming or unilateral punishment without due process is not acceptable.

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QUESTION 3 SINGLE CHOICE

Under Korean law, severance pay is generally required for employees who have worked continuously for at least how many years?

A 6 months

B 1 year

C 2 years

D 5 years

ANSWER B

WHY Under the Korean Labor Standards Act (Article 8), an employer must pay severance benefits to an employee who has worked continuously for one year or more, equal to at least 30 days' average wages for each year of continuous service.

QUESTION 4 SINGLE CHOICE

Which of the following BEST describes a structured interview?

A An interview in which the interviewer selects questions spontaneously based on the candidate's responses

B An interview that uses a predetermined set of standardized questions and a consistent scoring rubric for all candidates

C An interview that focuses exclusively on the candidate's personality rather than job-related skills

D An interview conducted only by the hiring manager without HR involvement

ANSWER B

WHY A structured interview uses a fixed set of job-relevant questions asked of every candidate in the same order and scored against a standardized rubric. It is widely regarded as one of the most valid and legally defensible selection methods because it reduces bias and improves predictive validity.

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QUESTION 5 SINGLE CHOICE

An HR analyst computes the following for the past year: 120 employees left out of an average workforce of 1,200. What is the annual turnover rate?

A 5%

B 8%

C **10%**

D 12%

ANSWER C

WHY Turnover rate is calculated as (number of separations during the period ÷ average headcount during the period) × 100. (120 ÷ 1,200) × 100 = 10%.

QUESTION 6 SINGLE CHOICE

Which of the following BEST illustrates HR's role in maintaining confidentiality of employee information?

A Sharing employee medical records with the employee's direct supervisor as a routine practice

B Posting employees' salaries on the company intranet without their consent

C **Restricting access to personnel files to those with a legitimate business need and obtaining consent where required**

D Disclosing employee disciplinary records to all coworkers upon request

ANSWER C

WHY HR must protect employee personal data and limit access to those with a legitimate need. Under Korea's Personal Information Protection Act and recognized HR ethical standards, sensitive data such as medical and disciplinary information must be safeguarded and shared only with appropriate consent or legal authority.

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QUESTION 7 SINGLE CHOICE

Under the Korean Occupational Safety and Health Act, employers are required to conduct periodic health examinations for employees to detect occupational diseases. Which of the following statements about these examinations is MOST accurate?

A Health examinations are optional and offered only at the employee's request

B **Employers must offer general health examinations and, where hazards exist, special health examinations, and bear the cost**

C Employees must pay for their own health examinations

D Health examinations are required only once every five years

ANSWER **B**

WHY The Korean Occupational Safety and Health Act requires employers to provide general health examinations to all employees and additional special health examinations to those exposed to specified hazards, at employer expense and at defined intervals.

QUESTION 8 SINGLE CHOICE

During a company-wide restructuring, HR is asked to lead a change management effort. Which action BEST reflects HR's role as a strategic partner in this scenario?

A Drafting a memo about new reporting lines and distributing it without explanation

B Reducing all communication about the change to avoid employee concerns

C **Developing a communication and transition plan that addresses employee concerns, retraining needs, and ongoing feedback channels**

D Allowing senior managers to communicate inconsistent messages about the change

ANSWER **C**

WHY Effective HR leadership in change management involves proactive communication, addressing employee concerns, identifying retraining or redeployment needs, and establishing feedback mechanisms. These activities align workforce behavior with the new strategic direction and reduce resistance.

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QUESTION 9 MULTIPLE CHOICE

Under Korean labor law, which of the following are recognized forms of employee representation that HR professionals should be aware of? (Choose two.)

A **Labor union (labor union)**

B **Employee representative system (근로자 대표)**

C Workers' council appointed exclusively by senior management without employee input

D Government-appointed factory inspector as the sole employee voice

ANSWER **A** · **B**

WHY Korean workplaces may have a labor union that represents employees in collective bargaining and labor-management relations. In non-unionized workplaces (or where certain matters require representation under the Labor Standards Act), employees elect an employee representative (근로자 대표) to handle matters such as agreement on average wages, working hour arrangements, and welfare matters. The other options are not recognized legitimate forms of employee representation under Korean law.

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