

Shrm Cp Practice Questions Free

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 CP practice questions free are invaluable resources for Human Resource professionals preparing for the Society for Human Resource Management Certified Professional (SHRM-CP) exam. This certification is not only a testament to an HR professional's knowledge and skills but also opens doors for career advancement in the competitive field of human resources. As with any certification exam, thorough preparation is key. In this article, we will explore the importance of SHRM CP practice questions, where to find them for free, the types of questions you can expect, and effective strategies for using them in your study plan.

The Importance of SHRM CP Practice Questions

Preparing for the SHRM-CP exam involves mastering a wide range of HR concepts, laws, and practices. Practice questions are essential because they:

1. **Familiarize You with Exam Format:** Understanding the structure of the exam will help you manage your time effectively during the actual test.
2. **Identify Knowledge Gaps:** Practice questions can highlight areas where you may need further study or clarification, allowing you to focus your efforts more efficiently.
3. **Reinforce Learning:** Answering questions reinforces the information you've learned and helps commit it to memory.
4. **Build Confidence:** Regular practice can reduce anxiety and help you feel more prepared and confident on exam day.

Where to Find Free SHRM CP Practice Questions

Many resources are available online to find SHRM CP practice questions free of charge. Here are some of the most reliable options:

1. Official SHRM Resources

The Society for Human Resource Management provides various resources, including sample questions and study materials. While some materials may require membership, there are free resources available:

- **SHRM's Exam Content Outline:** This document details the topics covered in the exam and often includes sample questions.
- **Webinars and Workshops:** Occasionally, SHRM hosts free webinars that may include practice questions or discussions about the exam format.

2. Educational Websites and Blogs

Several educational websites and HR blogs offer free practice questions and study materials. Some notable ones include:

- HR Certification Institute (HRCI): Though primarily focused on their certifications, they often provide practice questions that align with general HR principles.
- Quizlet: A platform where users can create and share study sets. You can find SHRM CP-related flashcards and quizzes created by other users.
- SHRM Blog: The official SHRM blog sometimes features articles with practice questions or links to study guides.

3. Online Forums and Study Groups

Joining online forums and study groups can also be beneficial. Here, members often share resources, including practice questions. Consider visiting:

- LinkedIn Groups: Many HR professionals share resources and tips for passing the SHRM-CP exam.
- Facebook Groups: Similar to LinkedIn, various Facebook groups are dedicated to SHRM exam preparation.

Types of SHRM CP Practice Questions

When searching for SHRM CP practice questions free, you will encounter various types of questions that reflect the content areas covered in the exam. Here are some common types:

1. Knowledge-Based Questions

These questions test your understanding of HR concepts, laws, and practices. For example:

- What is the primary purpose of the Fair Labor Standards Act?
- Define “disparate impact” in the context of employment discrimination.

2. Scenario-Based Questions

These questions present a scenario and ask you to apply your knowledge to solve a problem. For instance:

- An employee reports harassment by a colleague. What steps should the HR department take to address the situation?
- A manager wants to implement a new performance appraisal system. What key considerations should HR discuss with the manager?

3. Behavioral Questions

These questions often relate to HR competencies and require you to demonstrate your understanding through practical application. An example might be:

- Describe a time when you had to resolve a conflict between employees. What steps did you take, and what was the outcome?

Strategies for Using SHRM CP Practice Questions Effectively

Simply collecting practice questions isn't enough; you need a strategy for using them to maximize your study efforts. Here are some effective strategies:

1. Create a Study Schedule

Dedicate specific times each week to practice answering questions. This will help you build a routine and ensure that you cover all relevant topics.

2. Review Correct and Incorrect Answers

After answering a set of practice questions, review both your correct and incorrect answers. Understand why the correct answers are right and why you may have chosen incorrectly.

3. Focus on Weak Areas

Use the results from your practice tests to identify areas where you struggle. Spend additional time reviewing those topics to improve your understanding.

4. Incorporate Different Question Types

Make sure to practice various types of questions—knowledge-based, scenario-based, and behavioral. This will ensure you are well-rounded in your preparation.

5. Take Practice Exams

In addition to individual practice questions, take full-length practice exams under timed conditions. This will help simulate the actual test-taking experience.

6. Discuss with Peers

Join a study group or find a study buddy. Discussing questions and answers with peers can help reinforce your knowledge and provide different perspectives on HR practices.

Conclusion

In conclusion, SHRM CP practice questions free are an essential component of your preparation for the SHRM-CP exam. They not only help you familiarize yourself with the exam format but also enable you to identify knowledge gaps and reinforce your learning. By leveraging various resources and employing effective strategies, you can enhance your study experience and increase your chances of passing the exam. Remember, consistent practice and a focused study plan are key to your success in achieving SHRM-CP certification.

Frequently Asked Questions

What are SHRM CP practice questions?

SHRM CP practice questions are sample questions designed to help candidates prepare for the SHRM Certified Professional (CP) exam, assessing their knowledge of HR concepts, practices, and laws.

Where can I find free SHRM CP practice questions?

Free SHRM CP practice questions can be found on various educational websites, HR forums, and SHRM's official resources. Additionally, many online platforms offer free trials or sample questions.

How can SHRM CP practice questions help in exam preparation?

SHRM CP practice questions help candidates familiarize themselves with the exam format, identify areas of strength and weakness, and improve their test-taking strategies through practice.

Are there any official SHRM CP practice questions available for free?

While SHRM offers some free resources, official practice questions are typically part of paid study materials. However, they may offer sample questions during webinars or online events.

What topics are commonly covered in SHRM CP practice questions?

Common topics include HR competencies, talent acquisition, employee engagement, performance management, learning and development, and legal compliance.

Can I use free SHRM CP practice questions for my study plan?

Yes, free SHRM CP practice questions can be a valuable part of your study plan, providing a cost-effective way to assess your knowledge and readiness for the exam.

How should I integrate SHRM CP practice questions into my study routine?

Integrate SHRM CP practice questions by setting aside dedicated time for practice, reviewing incorrect answers to understand mistakes, and regularly testing yourself to track progress.

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Sikorsky H-34 - Wikipedia

The Sikorsky H-34 (company designation S-58) is an American piston-engined military utility helicopter originally designed by Sikorsky as an anti-submarine warfare (ASW) aircraft for the United States Navy.

Sikorsky H-34 / CH-34 Choctaw Transport / Close-Support Helicopter

May 16, 2021 · Page details technical specifications, development, and operational history of the Sikorsky H-34 / CH-34 Choctaw Transport / Close-Support Helicopter including pictures.

[Sikorsky H-34 Choctaw: Vietnam War's Unsung Hero? - The ...](#)

Jan 13, 2024 · The antique helicopter that Capt. Dinh used to save John Walton's life in the A Shau was the Sikorsky H-34 Choctaw. First introduced in 1954, the H-34 was powered by a single Wright R-1820-84 Cyclone engine, essentially the same powerplant that was used on the Boeing B-17 Flying Fortress.

Sikorsky H-34 Choctaw · Heroes and Hueys: American Choppers ...

Dec 2, 2018 · An H-34 Choctaw, the last piston-engined helicopter used by the United States in

Vietnam. Adopted in 1954, the H-34 Choctaw was one of the most widely-used choppers of the Vietnam War prior to introduction of the Huey, with over 1,800 produced.

S-58 H-34 in US Army Aviation - Helis.com

The S-58 was initially known as the H-34A Choctaw in US Army service. 359 H-34As were produced and were known as the CH-34A after the US designation consolidation. Of these, a ...

H-34 Choctaw Helicopter - Pacific Coast Air Museum

The helicopter was originally designed as sub-chaser. That is why the tail section (pylon) and the main rotor blades fold to reduce its length by 28ft 9.32in. This allows the unit to take less storage space aboard ship. The unit was used by the Army, Marines, Navy, Coast Guard and Air Force as well as many other countries.

S-58 H-34 in US Marine Corps - Helis.com

The S-58 was initially known as the HUS-1 Seahorse in USMC service. 516 HUS-1s were produced, each to move 12 fully armed troopers and carried machine guns mounted in the ...

Sikorsky UH-34D - National Museum of the Marine Corps

First introduced in 1954 by the US Navy as the HSS-1 Seabat to hunt Soviet submarines, the USMC procured the HUS-1 Sea Horse (though the helicopter was rarely referred to by its official name) in 1957 as an interim medium-lift assault helicopter ...

Sikorsky H-34 Choctaw/Seabat - Pearl Harbor Aviation Museum

Aug 26, 2013 · With its distinctive hump, the Sikorsky H-34 is one of the most recognizable helicopters in history. Historically, it was a transition helicopter. The H-34 and the Piasecki H-21 were the last major piston-engine military helicopters before ...

S-58 H-34 in US Air Force - Helis.com

They were redesignated HH-34J and served with 301,302 and 304 ARRS between June 1971 and June 1974. 145710 is seen here on the 304th ARRS ramp at Portland Intl Aprt, OR. It was ...

Per- and polyfluoroalkyl substances (PFAS) - ECHA

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Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS)

Jun 5, 2025 · Per- and polyfluoroalkyl substances (PFAS) are a large, complex group of synthetic chemicals that have been used in consumer products around the world since about the 1950s. ...

Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS)

Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS) These widespread, manmade chemicals have leached into our soil, air, and water. More research is needed to understand if and how they ...

Per- and Polyfluoroalkyl Substances (PFAS) - National Institute of ...

Per- and Polyfluoroalkyl Substances (PFAS) are found globally and have been detected in soil, surface and groundwater, wildlife, and in humans. NIEHS is committed to studying the health ...

All news - ECHA

Mar 19, 2025 · The Committees for Risk Assessment (RAC) and for Socio-Economic Analysis (SEAC) progressed their evaluation of the proposed restriction on PFAS. Additionally, RAC ...

The PFAS Restriction Proposal - ECHA

Feb 7, 2023 · Why do we need a PFAS restriction? – Adverse effects on environment and human health

Scientific evaluation of the proposal to restrict per- and ... - ECHA

Scientific evaluation of the proposal to restrict per- and polyfluoroalkyl substances (PFAS) – Current status The European Chemical Agency's (ECHA) scientific committees for Risk Assessment ...

PFAS Research | National Institute of Environmental Health Sciences

NIEHS is supporting an aggressive program of research on human exposure to per- and polyfluoroalkyl substances (PFAS) chemicals and the potential for PFAS exposure to cause harm to ...

All news - ECHA

Helsinki, 26 September 2024 – In their September meetings, RAC and SEAC discussed the following sectors from the EU-wide proposal to restrict per- and polyfluoroalkyl substances (PFAS): ...

Progress document - ECHA

Nov 20, 2024 · The basis for the proposed restriction is the fact that PFAS and their degradation products may persist in the environment for a very long period, longer than any other man-made ...

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