

SHRM-CP Practice Test Questions and Answers

1. Time-to-fill is measured from:

- A) The day a job requisition is approved to the day an offer is accepted
- B) The day the job is posted to the day the new hire starts
- C) The interview to the offer
- D) The resignation of the prior employee to the start date of the new hire

2. Yield ratio in recruiting measures:

- A) The percentage of applicants who advance from one stage to the next in the hiring process
- B) The cost per hire divided by average salary
- C) The number of days from application to offer
- D) The ratio of internal to external hires

3. A stay interview is PRIMARILY used to:

- A) Understand why engaged employees choose to remain and identify potential retention risks before they leave
- B) Document performance improvement plans
- C) Gather feedback after an employee resigns
- D) Assess readiness for promotion

4. A structured interview is best defined as:

- A) A standardized set of job-related questions asked of all candidates in the same order
- B) An informal conversation between the interviewer and candidate
- C) A panel interview with multiple interviewers
- D) A technical skills assessment administered online

Answers: 1-A 2-A 3-A 4-A

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