

# SHRM CP Practice Test Questions and Answers

**1. What does SHRM CP stand for in human resource management certification?**

- A) Society for Human Resource Management Certified Planner
- B) Society for Human Resource Management Certified Professional
- C) Strategic Human Resource Management Corporate Partner
- D) Senior Human Resource Management Career Practitioner

**2. Which SHRM competency focuses on the ability to navigate and lead organizational change?**

- A) HR Expertise
- B) Relationship Management
- C) Leadership & Navigation
- D) Business Acumen

**3. Under the Fair Labor Standards Act, what is the federal minimum wage overtime threshold?**

- A) 35 hours per week
- B) 37.5 hours per week
- C) 40 hours per week
- D) 45 hours per week

**4. Which recruitment strategy is most effective for reducing unconscious bias in hiring?**

- A) Using only internal referrals
- B) Implementing structured interviews and diverse hiring panels
- C) Relying solely on resume screening
- D) Conducting only phone interviews

Answers: 1-B 2-C 3-C 4-B

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