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this workbook is designed to be used along with the official shrm study guide ace your shrm certification exam the study guide includes much additional information about the exam and exam preparation strategies and it also includes a set of practice items from a combination of the shrm cp and shrm scp exams in this shrm cp workbook some of the key concepts that were introduced in the study guide are further explained perhaps most importantly this workbook includes an additional set of forty practice test items that were used on past shrm cp exams these practice items will provide more exposure to the types of items seen on the real exam as well as feedback about correct incorrect responses plus information is included about the difficulty level of the items which can help even more in determining understanding of the areas covered on the shrm cp exam these items were not simply created for this book they were taken from real shrm cp exams used in previous years

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