

高通過率的SPHR新版題庫上線|第一次嘗試輕鬆學習並通過考試，優秀的SPHR: The Professional in Human Resources (SPHR)



P.S. PDFExamDumps在Google Drive上分享了免費的、最新的SPHR考試題庫：<https://drive.google.com/open?id=16Rh9eGNv3erQJJ35EImkLi6sH05RsvFd>

在HRCI的SPHR考試題庫頁面中，我們擁有所有最新的考古題，由PDFExamDumps資深認證講師和經驗豐富的技術專家精心編輯而來，完整覆蓋最新試題。HRCI的SPHR考古題包含了PDF電子檔和軟件版，還有在線測試引擎，全新收錄了SPHR認證考試所有試題，並根據真實的考題變化而不斷變化，適合全球考生通用。我們保證SPHR考古題的品質，百分之百通過考試，對於購買我們網站SPHR題庫的客戶，還可以享受一年更新服務。

SPHR認證對於希望在職業生涯中取得進展的人力資源專業人士來說是一項有價值的資產。該認證向雇主證明候選人具備在人力資源領域的領導角色中表現卓越所需的知識和技能。該認證還可以帶來增加工作機會和薪水的機會。

HRCI SPHR考試是為人力資源領域的專業人士設計的認證考試。此考試測試候選人在人力資源管理的各個領域的知識，並獲得全球雇主的認可。此認證是人力資源專業人士推動職業發展的寶貴資產，可以帶來更多的工作機會和更高的薪資。

>> SPHR新版題庫上線 <<

SPHR真題材料，SPHR考證

作為HRCI行業的一員，你有在為通過一些SPHR認證考試而頭痛嗎。SPHR認證你考試一般都是為了檢驗考生的相關專業知識和經驗的考試，不是很容易通過的。對於第一次參加HRCI認證考試的考生來說，選擇一個好的具有針對性的培訓方案是很有必要的。PDFExamDumps能為很多參加SPHR認證考試的考生提供具有針對性的培訓方案，包括考試之前的模擬測試，針對性教學課程，和與真實考試有95%相似性的練習題及答案。快將我們PDFExamDumps加入你的購物車吧。

想要獲得SPHR認證，候選人必須擁有至少四年專業級人力資源職位經驗以及碩士學位或以上學歷。另外，持有碩士學位的候選人必須擁有至少七年專業級人力資源職位經驗。SPHR認證考試涵蓋了一系列主題，包括戰略人力資源管理、組織發展、人力資源規劃和就業、總酬勞、員工和勞動關係以及風險管理。

最新的 HRCI Certifications SPHR 免費考試真題 (Q254-Q259):

問題 #254

Your organization is implementing the balanced scorecard approach to measuring organizational success. In this balanced scorecard method there are four perspectives you'll consider. Which one of the following are the correct four perspectives of the balanced score method?

- A. Education, Organizational, Development, and Financial
- B. Developmental, Goals, Satisfaction, and Capital
- **C. Learning and growth, Business process, Customer, and Financial**
- D. Learning and growth, Management, Customer, and Security

答案： C

解題說明：

Section: Volume C

Explanation/Reference:

Answer option C is correct.

The balance scorecard uses four perspectives as follows: Learning and growth, Business process, Customer, and Financial.

Answer option A is incorrect. These are not the correct definitions of the balanced score method.

Answer option D is incorrect. These are not the correct definitions of the balanced score method.

Answer option B is incorrect. These are not the correct definitions of the balanced score method.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Three: Strategic Management. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Business Management and Strategy

Objective: HR Metrics: Measuring Results

問題 #255

What does the Health Insurance Portability and Accountability Act do?

- A. Prevents HR from investigating claims issues
- B. Establishes EPO networks
- **C. Limits preexisting condition restrictions**
- D. Requires continuation of health benefits

答案： C

解題說明：

Section: Volume B

Explanation/Reference:

Answer option C is correct.

HIPAA prohibits health insurance providers from discriminating on the basis of health status and limits restrictions for preexisting conditions. HIPAA does not prevent HR from investigating claims issues (D) as long as the employee provides written permission. COBRA requires continuation of health benefits (A).

EPO networks (B) are established by physicians connected to a hospital. See Chapter 6 for more information.

Chapter: Compensation and Benefits

Objective: Benefits

問題 #256

_____ occurs when the employer forces an employee to resign by creating a work environment that is so unpleasant.

- A. Reengineering
- B. Salting
- **C. Constructive discharge**
- D. Public policy exception

答案： C

解題說明：

Section: Volume G

Explanation/Reference:

Answer option D is correct.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

問題 #257

Martha is the HR Professional for her organization and she's working with her team to complete non- quantitative job evaluations. Martha wants to stress the available types of non-quantitative job evaluation techniques that are appropriate for her team to be communicated to managers. Which one of the following is not a non-quantitative job evaluation technique that Martha should share?

- A. Job slotting
- **B. Factor comparison**
- C. Whole job ranking
- D. Job classification

答案: B

解題說明:

Explanation/Reference:

Answer option B is correct.

Factor comparison is a quantitative job evaluation technique that identifies specific compensable factors and then establishes level of performances within each of those compensable factors.

Answer option C is incorrect. Whole job ranking is a non-quantitative job evaluation technique where jobs are ranked from lowest to highest.

Answer option D is incorrect. Job classification is a non-quantitative job evaluation technique where jobs are categorized into different levels.

Answer option A is incorrect. Job classification is a non-quantitative job evaluation technique that sorts new jobs into an existing job hierarchy.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Compensation

問題 #258

There are four negative risk responses an organization can elect to use. Your organization is completing a project where some electrical work is deemed too dangerous to be completed internally. You advise that the project manager hire a licensed electrician to complete the dangerous assignment. What type of risk response have you advised in this scenario?

- **A. Transference**
- B. Acceptance
- C. Avoidance
- D. Mitigation

答案: A

解題說明:

Explanation/Reference:

Answer option B is correct.

Transference is a risk response that transfers the risk to a third party, usually for a fee. Transference does not eliminate the risk event, but assigns ownership of the risk to someone else.

Answer option C is incorrect. Mitigation involves actions to reduce or eliminate the probability and/or impact of the risk event.

Answer option A is incorrect. Avoidance involves actions to avoid the risk event, such as changing the project scope to take the risky work out of the project.

Answer option D is incorrect. Acceptance, as its name implies, accepts the risk event and the consequences the risk event may bring. Acceptance is usually for smaller risk events.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Management

問題 #259

.....

SPHR真題材料: https://www.pdfexamdumps.com/SPHR_valid-braindumps.html

- SPHR考題免費下載 ➡ SPHR考試證照 SPHR認證指南 立即打開《 www.newdumpspdf.com 》並搜索☀ SPHR ☀ 以獲取免費下載SPHR學習筆記
- SPHR 考試題庫 – 專業的 SPHR 認證題學習資料 立即到{ www.newdumpspdf.com }上搜索☀ SPHR ☀ 以獲取免費下載SPHR考題免費下載
- 新版SPHR考古題 SPHR證照資訊 SPHR認證指南 透過 (www.pdfexamdumps.com) 輕鬆獲取➤ SPHR 免費下載SPHR熱門考古題
- SPHR學習筆記 SPHR資訊 SPHR信息資訊 ✓ www.newdumpspdf.com ✓ 上的“ SPHR ”免費下載只需搜尋SPHR考試備考經驗
- SPHR 考試題庫 – 專業的 SPHR 認證題學習資料 開啟[tw.fast2test.com]輸入➤ SPHR 並獲取免費下載SPHR學習筆記
- 最新的SPHR新版題庫上線及資格考試領導者和免費下載的HRCI The Professional in Human Resources (SPHR) 在 (www.newdumpspdf.com) 上搜索✓ SPHR ✓ 並獲取免費下載SPHR考試心得
- 最新的SPHR新版題庫上線及資格考試領導者和免費下載的HRCI The Professional in Human Resources (SPHR) 進入➡ www.newdumpspdf.com 搜尋➤ SPHR ◀免費下載SPHR證照資訊
- SPHR熱門考題 SPHR考題免費下載 SPHR信息資訊 免費下載⇒ SPHR ⇐只需進入【 www.newdumpspdf.com 】網站SPHR考試證照
- 確保通過的SPHR新版題庫上線和資格考試中的領先提供者 & 優秀的SPHR真題材料 來自網站【 tw.fast2test.com 】打開並搜索✓ SPHR ✓ 免費下載新版SPHR考古題
- SPHR學習筆記 SPHR證照資訊 SPHR信息資訊 { www.newdumpspdf.com }最新✓ SPHR ✓ 問題集合SPHR信息資訊
- 確保通過的SPHR新版題庫上線和資格考試中的領先提供者 & 優秀的SPHR真題材料 ▷ tw.fast2test.com ◁上搜索➡ SPHR 輕鬆獲取免費下載新版SPHR題庫上線
- bookmarkingalpha.com, seodirectory4u.com, www.stes.tyc.edu.tw, deweyfxed973385.wikinstructions.com, saulwova423840.elbloglibre.com, thebookmarknight.com, firnianftkj268606.wikilentillas.com, jaspertfm514532.p2blogs.com, roxamifqu032169.answerblogs.com, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, Disposable vapes

2026 PDFExamDumps最新的SPHR PDF版考試題庫和SPHR考試問題和答案免費分享: <https://drive.google.com/open?id=16Rh9eGNv3erQJJ35ElmkIi6sH05RsvFd>