

SPHR最速合格 & SPHR資格関連題



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>> SPHR最速合格 <<

SPHR資格関連題 & SPHR日本語受験教科書

HRCI SPHR試験を難しく感じる人に「やってもいないのに、できないと言わないこと」を言いたいです。我々TopexamへのHRCI SPHR試験問題集は専門化のチームが長時間で過去のデータから分析研究された成果で、あなたを試験に迅速的に合格できるのを助けます。依然躊躇うなら、弊社の無料のHRCI SPHRデモを参考しましょう。そうしたら、HRCI SPHR試験はそんなに簡単なことだと知られます。

HRCI The Professional in Human Resources (SPHR) 認定 SPHR 試験問題 (Q122-Q127):

質問 # 122

Which of the following options represents a state of complete transformation by both the acquiring and the acquired organization?

- A C

- B. A
- C. D
- D. B

正解: A

解説:

The correct answer is C, which represents a state of complete transformation for both the acquiring and the acquired organization. This question is based on a well-established merger and acquisition (MandA) integration framework frequently referenced in SPHR exam preparation and HRCI-aligned strategy materials. The framework evaluates post-acquisition end states along two dimensions:

* Degree of change in the acquired organization (vertical axis)

* Degree of change in the acquiring organization (horizontal axis)

Each quadrant represents a different integration strategy and organizational outcome.

* Option A (low change / low change) reflects preservation, where both organizations maintain their existing structures and cultures with minimal integration.

* Option B (high change in acquired / low change in acquiring) reflects absorption, where the acquired organization undergoes significant transformation to conform to the acquiring organization.

* Option D (low change in acquired / high change in acquiring) reflects reverse integration, where the acquiring organization adapts to the acquired entity.

* Option C (high change / high change) reflects transformation, where both organizations significantly change structures, processes, systems, and culture to create a new, integrated operating model.

From an SPHR perspective, Option C is the most complex and highest-risk integration strategy, but it also offers the greatest potential for value creation. It is typically used when neither organization alone possesses the optimal model for future success and when synergy depends on creating a fundamentally new organization.

The SPHR Exam Content Outline emphasizes that in transformational integrations, HR plays a critical role in culture integration, leadership alignment, talent retention, organizational redesign, and change management. This end state requires significant investment in communication, capability building, and employee engagement to succeed.

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (mergers and acquisitions; organizational transformation).

* HRCI SPHR Study Guide - Acquisition integration models and end-state strategies.

質問 # 123

The Economic Growth and Tax Relief Reconciliation Act of 2001 allows for catch-up contributions for employees age _____ and older.

- A. 0
- B. 1
- C. 2
- D. 3

正解: B

解説:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

EGTRRA made a number of changes to existing contribution limits, including the allowance for older workers to catch up on their retirement savings.

Chapter: Compensation and Benefits

Objective: Review Questions

質問 # 124

One of the requirements of the Uniformed Services Employment and Reemployment Rights Act of 1994 is that employers must grant a leave of absence for military service. Typically, how long must an employer grant leave to the individual for military service?

- A. Two weeks
- B. Seven years
- C. One year
- D. Five years

正解: D

解説:

Explanation/Reference:

Answer option B is correct.

The employer must grant coverage for up to five years for the individual. There are certain conditions that can extend the coverage beyond five years, but this is the typical amount.

Answer option D is incorrect. Two weeks is not a valid answer for this question.

Answer option C is incorrect. One year is not valid, as the correct amount is five years.

Answer option A is incorrect. The typical leave is up to five years, though there are some conditions that may require the leave beyond five years.

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

Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

質問 # 125

When first attempting to change an organization's culture, it is most important to focus on:

- A. The steps needed to initiate the change
- B. The external competitive environment
- C. Metrics to measure the success of the change
- D. The reasons why the change is warranted

正解: D

解説:

People resist change when they don't understand why it's happening. Clearly communicating the rationale builds buy-in and motivation, especially in deeply rooted cultural shifts.

Extract from HRCI-aligned HR knowledge (Leadership and Strategy):

SPHR best practices in organizational change stress that "the foundation of successful culture change lies in articulating the business case." Justifying the shift ensures internal alignment and smooth execution.

質問 # 126

You are reviewing an Affirmative Action Plan for your organization and you realize that you need to identify someone within your company who has the necessary authority and resources to implement the Affirmative Action Plan. What is the Affirmative Action Plan title of this individual?

- A. Designation of Responsibility
- B. Senior Management Official
- C. Senior HR Professional
- D. Chief Acting Officer

正解: A

解説:

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

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

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

質問 # 127

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今日では、柔軟な学習方法が電子製品の開発でますます一般的になっています。最新の技術は、同様に、我々はこの分野で最も主導的な地位にあることから、当社HRCIのSPHR実際の試験に適用されています。また、あ

