

SPHR復習対策書、SPHR模擬試験問題集



2026年PassTestの最新SPHR PDFダンプおよびSPHR試験エンジンの無料共有: https://drive.google.com/open?id=1mYCXZylN4WXxNYZHryWpk_FvGcqsYL1K

今日の社会では、能力を高めるために証明書を取得することを優先する人がますます増えています。HRCIまったく新しい観点から、PassTestのSPHR学習資料は、SPHR認定の取得を目指すほとんどのオフィスワーカーに役立つように設計されています。当社のSPHRテストガイドは、現代の人材開発に歩調を合わせ、すべての学習者を社会のニーズに適合させます。The Professional in Human Resources (SPHR)の最新の質問が、関連する知識の蓄積と能力強化のための最初の選択肢になることは間違いありません。

SPHR認定試験の準備には、かなりの時間と労力が必要です。候補者は、試験の内容を徹底的に研究し、HRの知識体系に精通している必要があります。彼らは、研究資料と練習試験を使用して、準備コースを受講するか、独自に勉強することを選択する場合があります。多くの候補者は、すでにSPHR認定を取得している他のHR専門家と研究グループまたはネットワークに参加することが役立つと感じています。

>> SPHR復習対策書 <<

有効的なSPHR復習対策書 & 合格スムーズSPHR模擬試験問題集 | ユニークなSPHR試験番号

我々の係員は全日24時間あなたのお問い合わせをお待ちしております。あなたは我々のSPHR問題集に疑問を持っているなら、あなたはいつでもどこでもオンラインで我々の係員を問い合わせたり、メールで我々のメー

メールアドレスに送ったりすることができます。我々はタイムリーにあなたのSPHR問題集についての質問を回復しています。あなたの来信を歓迎しております。あなたにサービスを提供するのは我々の幸いです。

この試験は、業界で最低4年間働いてきた経験豊富な人事プロフェッショナル向けです。認定プログラムは、人事管理の成功に不可欠な主要なコンセプトと原則の知識と理解を試験することを目的としています。この試験では、人事戦略、労働力計画と雇用、従業員と労働関係、報酬と福利厚生など、さまざまなトピックがカバーされます。

HRCI The Professional in Human Resources (SPHR) 認定 SPHR 試験問題 (Q32-Q37):

質問 # 32

A manager makes a sexual advancement to an employee who rejects the advance. Later, the manager does not allow the employee to be promoted because of the rejection of the sexual advancement. This is an example of what type of sexual harassment?

- A. Quid pro quo
- B. Disparate impact
- C. Disparate treatment
- D. Hostile work environment

正解: A

解説:

Explanation/Reference:

Answer option C is correct.

This is an example of quid pro quo sexual harassment. This happens when employment decisions are rewarded or punished based on the sexual advance of management or employees to others in the organization.

Answer option D is incorrect. This isn't an example of disparate impact, as there's no policy requiring an action.

Answer option B is incorrect. This isn't an example of disparate treatment, as a member of a protected class isn't intentionally treated differently than other employees in this scenario.

Answer option A is incorrect. This isn't an example of a hostile work environment, which is a form of sexual advancement.

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: Employee and Labor Relations

Objective: Federal Employment Legislation

質問 # 33

A company that wants to reduce the cost of its unemployment insurance should do which of the following?

Each correct answer represents a complete solution. Choose all that apply.

- A. Terminate employees who violate company policy
- B. Aggressively fight unjustified claims for unemployment
- C. Enhance national productivity and competitive ability
- D. Establish an effective performance-management program

正解: A、B、D

解説:

Section: Volume F

Explanation/Reference:

Answer options C, B, and A are correct.

C and B are both obviously correct. Although A may seem counterintuitive to some because many employers are hesitant to terminate employees for policy violations, those terminated for cause generally aren't eligible for unemployment insurance. Because retaining an employee who is not contributing to the organization is a poor business decision, maintaining adequate records to demonstrate the reasons for termination provides the tools to fight claims that are unjustified.

Chapter: Compensation and Benefits

Objective: Review Questions

質問 # 34

Which of the following provides additional pay for work that is considered beyond the minimum requirements of the job?

- A. Performance-based pay
- B. Seniority-based compensation
- C. Base pay
- **D. Pay differential**

正解: D

解説:

Answer option A is correct.

Chapter: Compensation and Benefits

Objective: Compensation

質問 # 35

Which employee growth and assessment program is characterized by performance objectives?

- A. Behavioral-based performance assessment
- **B. Management by objectives (MBO)**
- C. Continuous-feedback program
- D. Skills-based performance assessment

正解: B

解説:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

The first three choices are all employee growth and assessment programs. Behavioral-based performance assessment (D) focuses on behaviors, whereas skills-based performance assessment (C) focuses on skills.

MBO programs measure the successful attainment of objectives. The continuous-feedback program (A) is a performance management program.

Chapter: Human Resource Development

Objective: Review Questions

質問 # 36

To determine the numbers and types of jobs necessary to realize business goals, HR must assess the KSAs available within the organization during a staffing needs analysis. What other factor is necessary to complete the assessment?

- **A. The KSAs needed to achieve future goals**
- B. The tasks, duties, and responsibilities for the work
- C. The KSAs available in the local labor market
- D. The organization's core competencies

正解: A

解説:

Section: Volume F

Explanation/Reference:

Answer option B is correct.

A staffing needs analysis begins with an assessment of the KSAs needed to achieve future goals along with those that are currently available within the organization. Although the tasks, duties, and responsibilities (A) are used to determine what the KSAs are, it is possible for individuals with the same or similar KSAs to perform different jobs, so (A) is not used in a needs analysis. KSAs available in the local labor market (D) will be used to develop the recruiting strategy and plan but are not relevant to the staffing needs analysis.

The organization's core competencies (C) are factors that make the organization unique but are not generally part of the staffing needs analysis.

Chapter: Workforce Planning and Employment

P.S. PassTestがGoogle Driveで共有している無料かつ新しいSPHRダンプ: https://drive.google.com/open?id=1mYCXZy1N4WXxNYZHryWpk_FvGcqsYL1K