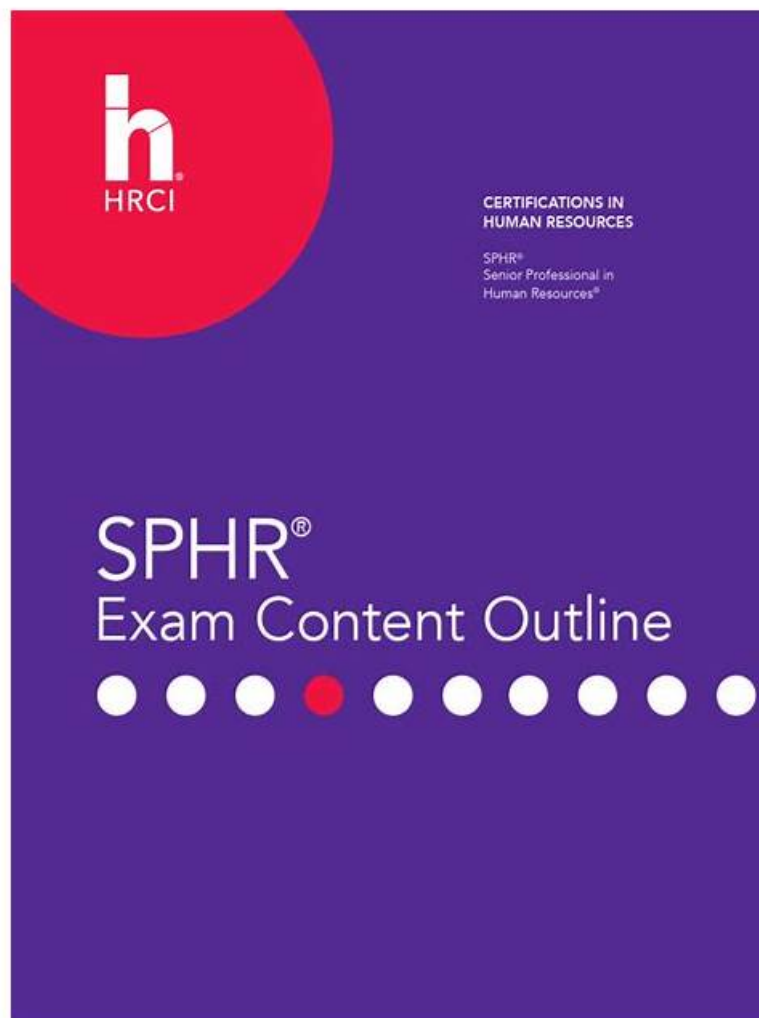


HRCI SPHR日本語版参考資料、SPHR入門知識



ちなみに、CertJuken SPHRの一部をクラウドストレージからダウンロードできます：https://drive.google.com/open?id=1u4r4ObMTUNoTDhwDu_e7XZ3cnvsKPGhu

SPHR認定試験の難しさで近年、資格認定試験に合格した受験生はますます少なくなっていたと良く知られます。だから、我々社のIT専門家は長年にわたりHRCI SPHR認定資格試験問題集作成に取り組んで、有効なSPHR試験問題集を書きました。実際の試験に表示される質問と正確な解答はあなたのHRCI SPHR認定資格試験合格を手伝ってあげます。素晴らしい試験参考書です。

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>> HRCI SPHR日本語版参考資料 <<

検証するSPHR日本語版参考資料試験-試験の準備方法-ユニークなSPHR入門知識

業界の他の製品と比較して、SPHR実際の試験の合格率は高くなっています。本当に試験に合格したい場合、こ

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HRCI The Professional in Human Resources (SPHR) 認定 SPHR 試験問題 (Q245-Q250):

質問 # 245

Which one of the following best describes Progressive discipline?

- A. Discussion of substandard performance, written warning, final written warning, termination.
- B. Series of documents of employee's incompetence or insubordination that precedes an employee's termination.
- **C. Discussion of substandard performance, verbal warning, written warning, and final written warning.**
- D. Series of documents of employee's substandard performance prior to each step of discipline or termination.

正解: C

解説:

Explanation/Reference:

Answer option A is correct.

Progressive discipline usually follows a series of steps of discipline, where each step is slightly more serious than the previous step.

The most common steps are: Discussion of substandard performance, verbal warning, written warning, and final written warning.

Answer options B, C, and D are incorrect. These are not valid descriptions of progressive discipline.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Human Resource Development

Objective: Talent Management

質問 # 246

You are an HR Professional for your organization. You and your supervisor are reviewing the EEO reporting requirements for your company to comply with the reports your firm should file. Which EEO Report is a survey, collected every other year on even calendar years?

- A. EEO-5 Report
- B. EEO-4 Report
- **C. EEO-3 Report**
- D. EEO-1 Report

正解: C

解説:

Section: Volume D

Explanation/Reference:

Answer option D is correct.

The EEO-3 Report, formally known as the Local Union Report, is collected on even years.

Answer option C is incorrect. The EEO-1 Report is collected yearly for firms with 100 or more employees. It reports the race, ethnicity, and gender and job distribution of the organization.

Answer option A is incorrect. The EEO-4 Report, formally known as the state and local government report, is collected on odd years.

Answer option B is incorrect. This report, formally known as the Elementary-Secondary Staff Information Report, is collected by the EEOC, the Office for Civil Rights, and the national Center for Education Statistics of the Department of Education. It is collected in even numbers for school districts with 100 or more employees.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and

Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

586-44149, Section III, The US HR Body of Knowledge.

Chapter: Workforce Planning and Employment

Objective: Federal Employment Legislation

質問 # 247

Fran is the HR Professional for her organization and she's working with a new recruit in the HR department. Fran wants to explain the role of HR to the new recruit. Which of the following statements most accurately describes the role of an HR in an organization?

- A. The role of HR is evolving into one that provides cultural awareness, administrative, and functional services for the entire organization.
- B. The role of HR is evolving into one that provides administrative and operational services for the entire organization.
- C. The role of HR is evolving into one that provides legal and operational services for the entire organization.
- **D. The role of HR is evolving into one that provides strategic, administrative, and operational services for the entire organization.**

正解: D

解説:

Explanation/Reference:

Answer option C is correct.

The best definition of HR is that HR is evolving into a role that provides strategic, administrative, and operational services for the entire organization.

Answer option A is incorrect. This isn't the best definition of HR as this answer doesn't include the administrative role of HR in the organization and it includes legal, which isn't valid.

Answer option B is incorrect. This isn't the best definition of HR as this answer doesn't include strategic services.

Answer option D is incorrect. This isn't the best definition of HR as doesn't include a direct component of cultural awareness.

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

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

Chapter: Business Management and Strategy

Objective: Strategy

質問 # 248

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?

- A. Availability Analysis
- B. Utilization Analysis
- **C. Workforce Analysis**
- D. Job Group Analysis

正解: C

解説:

Section: Volume A

Explanation

Explanation/Reference:

Answer option D is correct.

Workforce analysis, also known as organizational display, is an organizational chart that includes summary information about incumbents' race, gender, and wages. It is a basic and essential building block for human resources planning.

Answer option A is incorrect. Job Group Analysis describes the analysis that nonconstruction contractors complete. The study begins the process of comparing the employer's representation of women and minorities to the estimated availability of qualified women and minorities available to be employed.

Answer option B is incorrect. Availability analysis studies the availability of minorities and women for jobs and helps to establish goals to eliminate underutilization that may be found.

Answer option C is incorrect. Utilization analysis studies the utilization of women and minorities and creates placement goals to eliminate the underutilization.

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 # 249

Which of the following is the process of systematically determining a relative internal value of a job in an organization?

- A. Salary range
- **B. Job evaluation**
- C. Recruitment
- D. Ranking method

正解: B

解説:

Reference: "http://en.wikipedia.org/wiki/Job_evaluation"

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

質問 # 250

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HRCIのSPHR試験に合格するのは早ければ速いほどIT業界で発展されたいあなたにとってはよいです。あなたはこの重要な試験を準備するのは時間とお金がかかると聞いたことがあるかもしれませんが、それは我々提供するHRCIのSPHRソフトを利用しなかったからです。複雑な整理と分析の過程はもう我々に完了されました。あなたは高効率の復習とHRCIのSPHR試験の成功を経験する必要があるでしょう。

SPHR入門知識: <https://www.certjuken.com/SPHR-exam.html>

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P.S. CertJuken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=1u4r4ObMTUNoTDhwDu_e7XZ3cnvsKPGhu