

# SPHR日本語 & SPHR日本語版トレーニング



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>> SPHR日本語 <<

## 正確的なSPHR日本語 & 合格スムーズSPHR日本語版トレーニング | 大人気SPHR日本語版サンプル

JpexamはIT試験問題集を提供するウェブサイトで、ここによく分かります。最もよくて最新で資料を提供いたします。こうして、君は安心して試験の準備を行ってください。弊社の資料を使って、100%に合格を保証いたします。もし合格しないと、われは全額で返金いたします。Jpexamはずっと君のために最も正確なHRCIのSPHR「The Professional in Human Resources (SPHR)」試験に関する資料を提供して、君が安心して選択することができます。君はオンラインで無料な練習問題をダウンロードできて、100%で試験に合格しましょう。

Professional in Human Resources (SPHR) 認定試験は、この分野で豊富な経験を持つHRプロフェッショナル向けに設計された世界的に認められた資格情報です。この認定は、世界最大のHR認定組織であるHR認定研究所 (HRCI) によって提供されています。SPHR認定は、組織の戦略的計画と政策開発を担当する人事専門家のスキルと知識を検証するように設計されています。

## HRCI The Professional in Human Resources (SPHR) 認定 SPHR 試験問題

## (Q78-Q83):

### 質問 # 78

Gina is a receptionist for her company and she is a non-exempt employee. She works between the hours of 8AM and 5PM. During the day she is required to be at the front desk at all times, except for small breaks to use the restroom. Gina is often required by her company to remain at the desk for her lunch. When Gina has to eat her lunch at the front desk is she to be compensated for this time or not?

- A. No, because she is eating lunch
- B. No, because she is non-exempt
- C. Yes, because she is required to be at the desk
- D. Yes, because she is non-exempt

正解: C

解説:

Section: Volume A

Explanation/Reference:

Answer option D is correct.

Under the Fair Labor Standards Act, rest periods and meal periods are not required but when they are provided, the time periods are subject to its requirements. Meal periods of 30 minutes or longer are not compensable unless the employee is required to work during the meal.

Answer option A is incorrect. The non-exempt status does not affect the payment of the requirements to work through lunch.

Answer option B is incorrect. Gina may be eating lunch, but she is required to stay at the front desk during her meal.

Answer option C is incorrect. The non-exempt status does not affect the payment of the requirements to work through lunch.

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

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

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

### 質問 # 79

\_\_\_\_\_ is one of several learning organization characteristics.

- A. An assessment center
- B. Massed practice
- C. Programmed instruction
- D. Systems thinking

正解: D

解説:

Answer option B is correct. Systems thinking refer to the characteristic of a learning organization that uses a variety of information-gathering techniques to acquire knowledge about new technology, determine its value, and convert this knowledge into new and improved practices and procedures. Assessment centers (D) are used to determine what kind of training an individual needs.

Massed practice (C) is a form of practicing job tasks during training in which all tasks are practiced at the same time. Programmed instruction

(A) is a type of self-instruction that requires trainees to complete each step in the training before moving on to the next step. Chapter: Human Resource Development Objective: Review Questions

### 質問 # 80

Holly and Gary are HR Professionals in their organization and they are working to develop the strategic plan for their organization. Holly and Gary are using SWOT analysis to help understand the needs of human, financial, technological, capital, and other aspects of their organization. What is SWOT?

- A. SWOT is an analysis to define the schedule, weaknesses, opportunities, and timetable of a project endeavor.
- B. SWOT is an analysis to define the strengths, weaknesses, openness, and timeliness of an organization.
- C. SWOT is an analysis to define the seriousness, weaknesses, openness, and timetable of organization development.
- D. SWOT is an analysis to define the strengths, weaknesses, opportunities, and threats an organization may face.

**正解: D**

解説:

Section: Volume A

Explanation/Reference:

Answer option D is correct.

SWOT is an analysis that can be used to determine the strengths, weaknesses, opportunities, and threats.

SWOT analysis is a strategic planning method used to evaluate the Strengths, Weaknesses, Opportunities, and Threats involved in a project or in a business venture. It involves specifying the objective of the business venture or project and identifying the internal and external factors that are favorable and unfavorable to achieving that objective. A SWOT analysis may be incorporated into the strategic planning model.

It is a part of business policy that helps an individual or a company to make decisions. It includes the strategies to build the strength of a company and use the opportunities to make the company successful. It also includes the strategies to overcome the weaknesses of and threats to the company.

Answer option A is incorrect. This is not a valid definition of SWOT so this choice is incorrect.

Answer option B is incorrect. This is not a valid definition of SWOT so this choice is incorrect.

Answer option C is incorrect. This is not a valid definition of SWOT so this choice is incorrect.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Environmental Scanning Concepts

#### 質問 # 81

What act prohibits discrimination on the basis of physical and mental disabilities?

- A. IRCA of 1986
- B. VEVRRA of 1974
- **C. Rehabilitation Act of 1973**
- D. ADEA of 1967

**正解: C**

解説:

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 # 82

Kelly's organization has posted a new job opening for their organization. This job opening is for a woman to be the restroom attended, for all women's restrooms and locker rooms, in their organization. Kelly believes, however, that the requirement for the applicant to be a female is a violation of the Title VII of the Civil Rights Act of 1964. Which one of the following is the best answer for this scenario?

- A. The sex of applicants is excluded from the Title VII of the Civil Rights Act of 1964
- **B. This is an example of an exception by bona fide occupational qualification to the Title VII of the Civil Rights Act of 1964**
- C. This is an example of a violation of the Title VII of the Civil Rights Act of 1964
- D. This is not a violation of the Title VII of the Civil Rights Act of 1964 because there is an equal paying and titled job for the men's restroom and locker rooms in the company

**正解: B**

解説:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

This is an example of a bona fide occupational qualification for the position because of the nature of the job and type of employee, female, that is needed in this instance.

Answer option A is incorrect. The sex of applicants is not excluded from the Title VII of the Civil Rights Act of 1964.

Answer option B is incorrect. This is not a violation of the Title VII of the Civil Rights Act of 1964 because some jobs may have an

Answer option D is incorrect. The existence of a similar job for men or women does not automatically create exclusion to the Title VII of the Civil Rights Act of 1964.

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: Strategic Workforce Planning

### 質問 # 83

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id=1YFujwHzoVltRV1gXr2EBMnvzrEvTxxg2