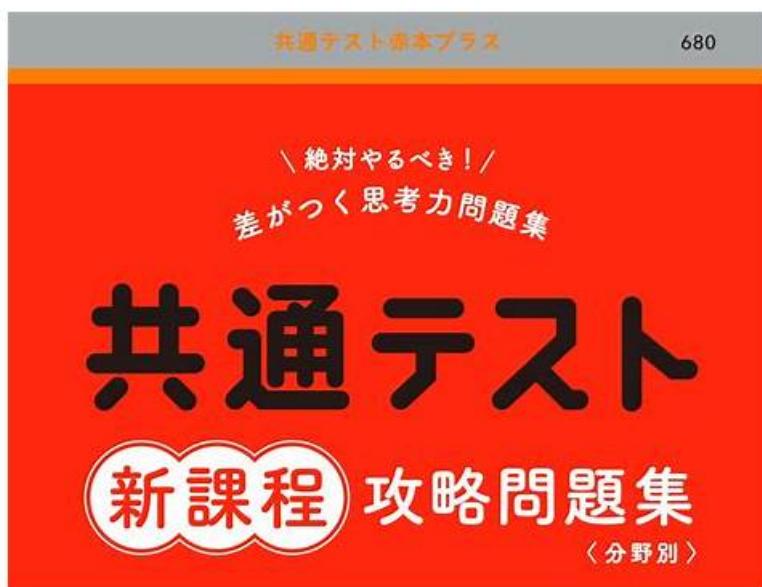
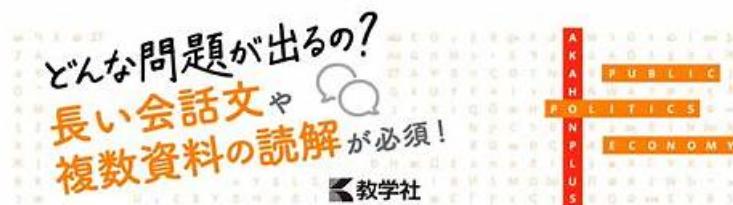


SHRM-CPテスト参考書 & SHRM-CP対応問題集



# 公共、 政治・經濟



さらに、Pass4Test SHRM-CPダンプの一部が現在無料で提供されています: [https://drive.google.com/open?id=19SsTolmlAOos\\_Fy-8PKbCD3BIMeUA1tN](https://drive.google.com/open?id=19SsTolmlAOos_Fy-8PKbCD3BIMeUA1tN)

Society for Human Resource Management Certified Professionalが提供するSHRM-CP準備トレントは、時間と労力を節約します。確認と準備に必要な時間は比較的わずかです。結局のところ、オフィスワーカーでも学生でも、SHRM-CP試験の準備をする多くの人々は忙しいです。しかし、当社が提供するSHRM-CPテスト準備は精巧にコンパイルされており、高品質のSHRM-CP学習教材を学習して提供するための時間とエネルギーが少なくて済み、SHRM-CP試験に集中できます。これにより、最も多くの情報を習得でき、時間とエネルギーを最小限に抑えることができます。

SHRM-CP（人事管理協会認定プロフェッショナル）認定試験は、人事プロフェッショナルの知識とスキルを評価する包括的な試験です。この試験は、人材獲得、従業員のエンゲージメント、報酬と福利厚生、および人事技術などのHRの概念とアプリケーションの理解を評価するように設計されています。これは、広範な準備が必要な厳しい試験ですが、人事分野における専門知識と献身心を示す貴重な認定を提供します。

>> SHRM-CPテスト参考書 <<

SHRM-CP対応問題集 & SHRM-CP日本語版テキスト内容

周りの多くの人は全部SHRM SHRM-CP資格認定試験にパスしました、彼らはどのようにできましたか。今には、あなたにPass4Testを教えさせていただけませんか。我々社サイトのSHRM SHRM-CP問題庫は最新かつ最完

備な勉強資料を有して、あなたに高品質のサービスを提供するのはSHRM-CP資格認定試験の成功にとって唯一の選択です。躊躇わなくて、Pass4Testサイト情報を早く了解して、あなたに試験合格を助かってあげますように願いいたします。

SHRM-CP（Society for Human Resource Management Certified Professional）試験は、有能で知識のある人材の専門家として自分自身を確立しようとしている個人向けに設計された認定試験です。この試験は、人事管理協会（SHRM）によって管理されています。これは、人事実務家の主要な専門団体として認められています。

SHRM-CP認定を取得することは、いくつかの方法で人事の専門家に利益をもたらす可能性があります。第一に、それは分野での知識とスキルを検証し、雇用市場でより競争力を高めます。第二に、それは専門能力開発と継続的な学習へのコミットメントを示しており、それがキャリアの進歩の機会につながる可能性があります。最後に、SHRM-CP認定の専門家のグローバルネットワークへのアクセスを提供します。これは、ネットワーキングや知識共有に役立ちます。全体として、SHRM-CP認定試験は、自分のキャリアを前進させようとしているHRの専門家にとって貴重な投資です。

## SHRM Society for Human Resource Management Certified Professional 認定 SHRM-CP 試験問題 (Q66-Q71):

### 質問 # 66

Which of the following types of health care plans does not require that patients first contact a "gatekeeper" for medical treatment but allows patients to choose from a broad network?

- A. POS
- B. HMO
- C. PPO
- D. FFS

正解: C

### 解説:

Explanation: A PPO, or Preferred Provider Organization, plan does not require that patients first contact a "gatekeeper" for medical treatment but allows patients to choose from a broad network. A POS, or Point of Service, plan offers a network (like a PPO) but allows patients to meet with a physician outside this network and request reimbursement later on. An HMO, or Health Maintenance Organization, plan does require a "gatekeeper" but also focuses on lower health care costs for patients and care that aims to prevent higher costs later on. An FFS, or Fee-for-service, plan is generally the most costly for patients but allows them to make their own selection of facilities and physicians.

### 質問 # 67

Which piece of legislation made it illegal to discriminate on the basis of health?

- A. Pregnancy Discrimination Act of 1978
- B. Civil Rights Act of 1991
- C. Health Insurance Portability and Accountability Act of 1996
- D. Retirement Equity Act of 1984

正解: C

### 解説:

Explanation: The Health Insurance Portability and Accountability Act of 1996 made it illegal to discriminate on the basis of health. This act is an amendment to the Employee Retirement Income Security Act of 1972. It also made it harder for insurers to deny coverage based on preexisting conditions.

### 質問 # 68

During the course of an interview, Adrian notices that the candidate he is interviewing is wearing a religious symbol on a chain around his neck. Adrian wants to ask a question about the employee's religious affiliation. Which of the following questions would be appropriate, according to the equal opportunity laws?

- A. Do you belong to any organizations that might be relevant to the position?
- B. What does the symbol that you're wearing around your neck represent?

- C. What church do you attend?
- D. Have you ever attended a religious service?
- E. I noticed the symbol around your neck - do you attend services regularly?

正解: A

解説:

Explanation: Specific questions regarding a candidate's personal life and religious choices are entirely off limits for interviews. The only question that an interviewer may ask a candidate is whether or not the candidate belongs to an organization that may be relevant to the job. Unless the candidate volunteers information, all other questions about the religious symbol that the candidate is wearing are not appropriate during the interview. This is because a question could make a candidate uncomfortable. What is more, should the candidate be asked such a question and then receive the job - or not receive the job - the situation could be viewed as a form of discrimination.

#### 質問 #69

Which of the following is defined as an attempt to improve overall business operations so that customers benefit from the process?

- A. Reengineering
- B. Workforce expansion
- C. Offshoring
- D. Divestiture

正解: A

解説:

Explanation: Reengineering is defined as an attempt to improve overall business operations so that customers benefit from the process. Workforce expansion, as the name indicates, is an increase in employees for a business to reach certain goals. Divestiture is a business decision to eliminate a department by laying off employees or moving them to another department. Offshoring, or outsourcing, refers to a business's decision to move certain activities to another location (usually international) to reduce costs.

#### 質問 #70

Arthur is interviewing candidates for a new position within his department. He will be working closely with the person he hires, so he prefers the interview to feel as comfortable as possible so the two can chat about the job and its requirements. His preferred interview method is to ask a few broad questions and to allow the candidate to answer the questions candidly, with his answers guiding the next questions that Arthur asks. In this situation, what type of interview technique is Arthur using?

- A. Directive
- B. Behavioral
- C. Patterned
- D. Nondirective

正解: D

解説:

Explanation: A nondirective interview style occurs when the interviewer asks broad questions to allow the candidate to answer candidly and comfortably. A behavioral interview would ask the candidate how he behaved in a past situation, with the intent being to use past experience to anticipate future actions. A patterned interview focuses on a group of questions that apply specifically to the job and what will be required in that position. A directive interview is highly focused and organized, with the interviewer asking the same questions of all candidates.

#### 質問 #71

.....

SHRM-CP対応問題集: <https://www.pass4test.jp/SHRM-CP.html>

- SHRM-CP復習内容  SHRM-CP科目対策  SHRM-CP資格関連題  サイト《 [www.shikenpass.com](http://www.shikenpass.com) 》で「 SHRM-CP 」問題集をダウンロード SHRM-CP問題トレーリング
- SHRM-CP受験対策書  SHRM-CP試験復習赤本  SHRM-CP試験復習赤本  [www.goshiken.com](http://www.goshiken.com)

は、□SHRM-CP□を無料でダウンロードするのに最適なサイトですSHRM-CP認証試験

無料でクラウドストレージから最新のPass4Test SHRM-CP PDFダンプをダウンロードする: [https://drive.google.com/open?id=19SsTolmlAOos\\_Fy-8PKbCD3BlMeUA1tN](https://drive.google.com/open?id=19SsTolmlAOos_Fy-8PKbCD3BlMeUA1tN)