

最新のSHRM-CP問題サンプル一回合格-高品質なSHRM-CP専門トレーニング



2026年ShikenPASSの最新SHRM-CP PDFダンプおよびSHRM-CP試験エンジンの無料共有: https://drive.google.com/open?id=1rejIwOUHHRai_skhwekT6CH1sSKtqln9

SHRM-CP認定試験を受験したいですか。SHRM-CP認証資格を取得したいですか。試験に準備する時間が足りないあなたは、どうやって試験に合格できますか。しょうがないわけではないです。短時間の準備でも楽に試験に合格することができるようになりますよ。それでは、どのようにすればそれを達成できますか。実は方法がとても簡単です。すなわちShikenPASSのSHRM-CP問題集を利用して試験の準備をすることです。

SHRM-CP認定試験は、人事業界で非常に尊敬されており、世界中の雇用主によって認められています。この認定を獲得することは、人事職へのコミットメントを示し、HRの専門家の知識とスキルを検証します。認定は、雇用機会の増加と給与の増加にもつながる可能性があります。全体として、SHRM-CP認定試験は、自分のキャリアを進歩させようとしている人事プロフェッショナルにとって貴重な資格です。

SHRM-CP (Society for Human Resource Management Certified Professional) 試験は、人事専門家がキャリアを進め、分野における知識や技術を証明するための認定試験です。この試験は、世界最大のHRプロフェッショナル団体であるSHRM (Society for Human Resource Management) によって提供されており、165か国以上に300,000人以上の会員がいます。SHRM-CP試験は、人材獲得、従業員エンゲージメント、報酬と福利厚生、組織開発、HRテクノロジーなど、人事管理に関連する幅広いトピックをカバーしています。

>> SHRM-CP問題サンプル <<

SHRM-CP専門トレーニング & SHRM-CP最新試験

ShikenPASSのITの専門研究者はSHRM SHRM-CP認証試験の問題と解答を研究して、彼らはあなたにとっても有効な訓練試験オンラインサービスツールを提供します。もしあなたはShikenPASSの製品を購入したければ弊社が詳しい問題集を提供して、君にとって完全に準備します。弊社のShikenPASS商品を安心して選択してShikenPASS試験に100%合格しましょう。

SHRM Society for Human Resource Management Certified Professional 認定 SHRM-CP 試験問題 (Q407-Q412):

質問 # 407

The extent to which the results of research can accurately identify a difference between trained and untrained employees is called

- A. marginal difference.
- **B. statistical power.**
- C. statistical significance.

- D. selectivity.

正解: B

解説:

Explanation: Statistical power is the extent to which research results accurately identify differences between trained and untrained employees. Of course, researchers want to design a method that will have the maximum statistical power. If the statistical power of the research is low, it is likely that a difference between the trained and untrained employees will pass unnoticed. It can be difficult to obtain powerful statistical results from research into employee training in large part because the methods of assessing performance are so subjective.

質問 # 408

A labor union has recently been created at a company that manufactures heavy industrial equipment. Before negotiations can begin, the company chooses freely to acknowledge the union as the primary bargaining union for employees. In the meantime, the labor union has upcoming union elections to consider. Due to the company's decision, which of the following types of union election bars would result?

- A. Certificationyear
- B. Priorpetition
- C. Voluntaryrecognition
- D. Blockingcharge

正解: C

解説:

Explanation: The employer's decision is voluntary, and thus a voluntaryrecognition election bar will result, preventing the labor union from conducting elections in the immediate future. A priorpetition bar results when the union withdraws an election request petition and then resubmits it. A certificationyear bar results when the NLRB has recently recognized and certified a representative for bargaining on behalf of the union. A blockingcharge bar occurs when an unfair labor practice charge remains pending.

質問 # 409

All of the following would be legally considered unfair labor practices for an employer except

- A. Entering into positional bargaining with the employee union
- B. Declining to enter into a bargain with the employee union
- C. Taking disciplinary action against those who participate in unions
- D. Entering into a hot cargo agreement with the employee union

正解: A

解説:

Explanation: Positional bargaining is one among many bargaining options for employers, and entering into positional bargaining is not considered to be an unfair labor practice. However, entering into a hot cargo agreement with the union, taking disciplinary actions against those who participate in unions, and declining to enter into a bargain with the employee union may be considered unfair labor practices for employers.

質問 # 410

During negotiations between an employer and the labor union, a charge of an unfair labor practice on the part of the union has arisen. The union has elections coming up soon, but the NLRA has established an election bar. Under the circumstances, which of the following types of union election bars would result?

- A. Certificationyear
- B. Blockingcharge
- C. Priorpetition
- D. Voluntaryrecognition

正解: B

解説:

Explanation: As indicated in the answer for question 160, a blocking charge bar occurs when an unfair labor practice charge remains pending. Since this is the case in the scenario provided, the blocking charge bar will apply. A prior petition bar results when the union withdraws an election request petition and then resubmits it. A certification year bar results when the NLRB has recently recognized and certified a representative for bargaining on behalf of the union. A voluntary recognition bar occurs when the employer voluntarily recognizes the union as the primary bargaining unit for employees.

質問 # 411

Which of the following is a necessary part of the three plans that all organizations must develop?

- A. Union policy for employee protection
- **B. Company policy about employee protection**
- C. Hazard assessment
- D. Fellow servant rule
- E. Disaster recovery

正解: B

解説:

Explanation: However organizations choose to create their plans, a company policy about employee protection is required for all of them. This policy lets employees know what the organization's approach to employee protection is. Answer choice B is incorrect because a disaster recovery plan is not a necessary part of the three plans. Answer choice C is incorrect because organizations are not obligated to include hazard assessment in all three plans. Answer choice D is incorrect because organizations are not required to include a union policy about employee protection. And answer choice E is incorrect because organizations are not required to create a fellow servant rule. In fact, the fellow servant rule is a part of common law doctrine that is now considered obsolete.

質問 # 412

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SHRMのSHRM-CP試験はIT領域で人気がある重要な試験です。我々はIT領域の人々にショートカットを提供するために、最高のスタディガイドと最高のオンラインサービスを用意して差し上げます。ShikenPASSのSHRMのSHRM-CP試験問題集は全ての試験の内容と答案に含まれています。ShikenPASSの模擬テストを利用したら、これはあなたがずっと全力を尽くしてもらいたいもののが分かって、しかもそれは正に試験の準備をすることを意識します。

SHRM-CP専門トレーニング: <https://www.shikenpass.com/SHRM-CP-shiken.html>

- 検証するSHRM-CP問題サンプル試験-試験の準備方法-更新するSHRM-CP専門トレーニング □ Open Web サイト □ www.jpctestking.com □ 検索> SHRM-CP <無料ダウンロードSHRM-CP無料試験
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www.passtest.jp □ 検索《SHRM-CP》無料ダウンロードSHRM-CP試験

- www.stes.tyc.edu.tw, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, resellrightsempire.com, training.onlinesecuritytraining.ca, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, myportal.utt.edu.tt, bbs.t-firefly.com, www.stes.tyc.edu.tw, Disposable vapes

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