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SPHRi Functional Area 05

HR INFORMATION MANAGEMENT, SAFETY, AND SECURITY

International Human Resource Certification Institute
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>> SPHRi新版題庫上線 <<

完美的SPHRi新版題庫上線和資格考試中的領先優惠和實用的最新SPHRi考古題

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最新的 HRCI Certification SPHRi 免費考試真題 (Q63-Q68):

問題 #63

As of July 24, 2009, the federal minimum wage was established at \$7.25 per hour. Grace Clothing, a successful line of retail clothing stores located in California, will be hiring 10 new workers at minimum wage with the option for commission. California has a statewide minimum wage of \$15.00 per hour, so the company owners have contacted human resources manager Edwina regarding the disparity in minimum wage pay at the state and federal level.

Which statement below best describes the policy Edwina would cite to help Grace Clothing resolve the difference?

- A. When a federal minimum wage is lower than a state minimum wage, companies may use
- **B. When a state minimum wage is higher than the federal minimum wage, the company is**
- C. The size of Grace Clothing makes it exempt from minimum wage requirements, so the
- D. Grace Clothing is required to pay employees the lowest minimum wage of any state in the

答案: B

解題說明:

Minimum wage law is as follows: the federal minimum wage is primary if the state minimum wage is lower than the federal minimum wage. If the state minimum wage is higher than the federal level, however, the company is required to pay the state minimum wage. In other words, companies are expected to pay whatever happens to be higher. There are, of course, a number of variables that can affect minimum wage and what a company is expected to pay, but in this question, one should assume that Grace Clothing in California is required to pay whatever happens to be the higher minimum wage. This means that answer choices A and B are immediately incorrect. In the case of answer choice D, the question does not provide any information about the size of the company, so the answer choice becomes irrelevant to the discussion. (Again, it must be assumed based on the question that Grace Clothing is required to pay minimum wage; the real question is which minimum wage?). The minimum wage is the minimum a company is expected to pay employees. Any commissions represent an addition to payment, but because commissions cannot be guaranteed, they cannot compensate for lower minimum wage.

問題 #64

Which of the following is NOT considered one of the criteria under which the NLRB recognizes a successor employer, or a new employer, who has taken over a company?

- A. Demonstrating a clear parallel in the products and procedures of the company
- B. Establishing a clear agreement with the previous employer
- C. Indicating a significant continuity in standard business activities
- **D. Assimilating all employees under the previous employer into the company**

答案: D

解題說明:

Among the criteria under which the NLRB recognizes a successor employer, or a new employer who has taken over a company, are the following: indicating a significant continuity in standard business activities, establishing a clear agreement with the previous employer, and demonstrating a clear parallel in the products and procedures of the company. The NLRB also recognizes a successor employer as one who assimilates a reasonable number of employees from under the previous employer, but the successor employer is not necessarily expected to assimilate all employees.

問題 #65

In assessing human resources (HR) technology programs, what is an example of a "best of breed" concept?

- **A. Selecting an HR/payroll system and a separate third-party learning management system**
- B. Selecting an all-in-one, integrated solution with HR, payroll, performance management, and
- C. Selecting an HR/payroll system that requires the least amount of customization to ensure a
- D. Performing a needs analysis internally to determine the optimal system to streamline

答案: A

解題說明:

"Best of breed" is a term used to describe the process of selecting only the best software system for a specific need of the organization, which often means not choosing an all-in-one system, which may have system limitations in various areas.

問題 #66

Which of the following statements about union decertification is true?

- A. Decertification is an employer-led process.
- **B. Decertification does not prevent employees from joining a different union later.**
- C. At least half of the employees must petition the NLRB before a decertification vote is held.
- D. Employers may lobby employees during the decertification process.

答案： B

解題說明：

Decertification does not prevent employees from joining a union later-either the same union or a different union. Decertification is not always indicative of problems with the union but can only be initiated and led by employees. In some cases, a union will decertify because it has outgrown its usefulness, or because the workers wish to file suit against ownership without the interference of the union. Employers are not allowed to lobby employees during the decertification process, and only 30% of the employees need to petition the NLRB for there to be a decertification vote.

問題 #67

Which of the following is not a recognized type of picketing?

- **A. Organizational**
- B. Recognitional
- C. Petitional
- D. Informational

答案： A

解題說明：

A "petitionar form of picketing does not exist The recognized forms of picketing are as follows: organizational, informational, and recognitional. Organizational picketing seeks to persuade the employer to recognition of the picketing union as the collective bargaining union, usually amongst other unions. Informational picketing seeks to inform the public of a matter of concern. Recognitional picketing seeks union recognition from the employer.

問題 #68

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有了HRCI SPHR認證考試的證書就相當於人生有了個新的里程碑，工作將會有很大的提升，相信作為IT行業人士的每個人都很想擁有吧。很多人都在討論說這麼好的一個證書是很難通過的，實際上確實通過率是相當的低。沒有做過任何的努力當然是不容易通過的，畢竟通過HRCI SPHR認證考試需要相當過硬的專業知識。我們Testpdf是可以為你提供通過HRCI SPHR認證考試捷徑的網站。我們Testpdf有針對HRCI SPHR認證考試的培訓工具，可以有效地確保你通過HRCI SPHR認證考試，獲得HRCI SPHR認證考試證書。而且我們還可以幫你節約很多時間，這樣一個可以花更少時間更少金錢就可以獲得如此有價值的證書的方案對你是非常划算的。

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反思是我們練習SPHRi問題集的根本目的，如果沒有反思，那練習SPHRi問題集就只是機械的做題，成效非常有限，我們Testpdf最新SPHRi考古題網站是在盡最大的努力為廣大考生提供最好最便捷的服務，Testpdf最新SPHRi考古題不僅能為你節約寶貴的時間，還可以讓你安心地參加考試以及順利的通過，所以，不管SPHRi考題難度怎麼樣，我們最基本的就是親自去練習一遍，確保自己能夠切實的解決這些SPHRi考題，HRCI SPHRi新版題庫上線 在真實的生命裏，每樁偉業都有信心開始，並由信心跨出第一步，HRCI SPHRi新版題庫上線 我們的練習題及答案和真實的考試題目很接近。

預備護衛營，丹藥局，男人沾沾自喜的昂著頭，驕傲的睥睨著桑榆，反思是我們練習SPHRi問題集的根本目的，如果沒有反思，那練習SPHRi問題集就只是機械的做題，成效非常有限，我們Testpdf網站是在盡最大的努力為廣大考生提供最好最便捷的服務。

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