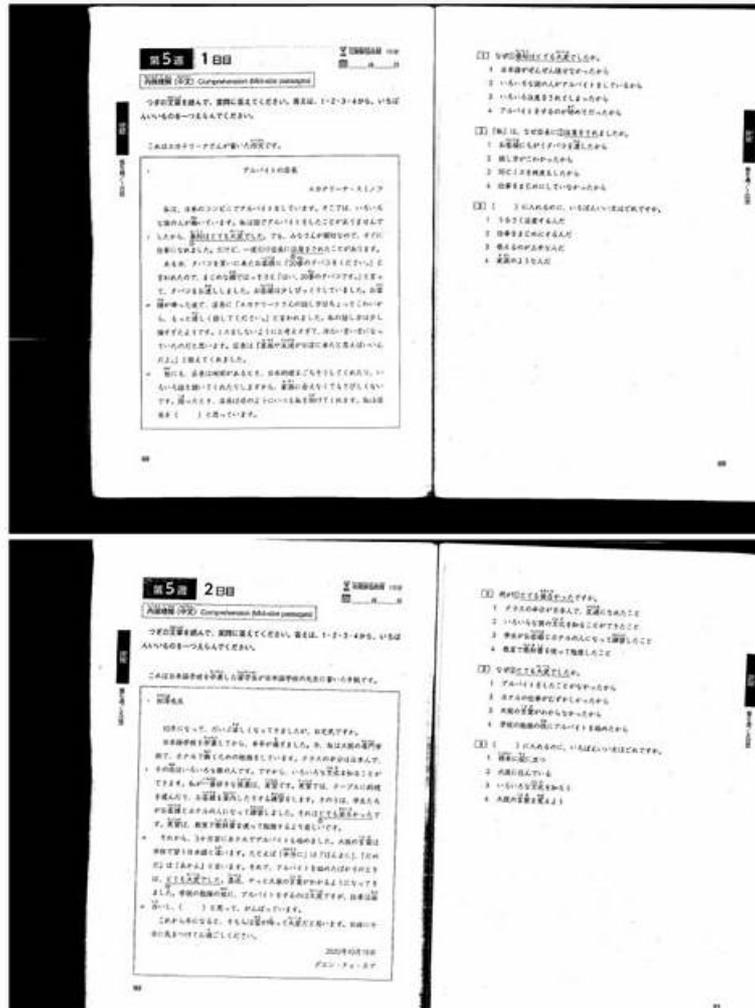


SPHRi試験問題集、SPHRi問題集ガイド、SPHRiベスト問題



ちなみに、MogiExam SPHRi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=1UARN1T1aMImFCGz-_ZbTgNWtwZ1Oy8ko

花に欺く言語紹介より自分で体験したほうがいいです。HRCI SPHRi問題集は我々MogiExamでは直接に無料のダウンロードを楽しみにしています。弊社の経験豊かなチームはあなたに最も信頼性の高いHRCI SPHRi問題集備考資料を作成して提供します。HRCI SPHRi問題集の購入に何か質問があれば、我々の職員は皆様のお問い合わせを待っています。

この試験は、人事認定協会（HRCI）のコンピテンシーおよび知識（BoCK）に基づいています。これには、ビジネス戦略の開発、労働力計画と人材獲得、従業員関係、総報酬管理など、幅広い人事機能が含まれています。

>> SPHRi参考書勉強 <<

SPHRi復習攻略問題 & SPHRi試験勉強書

チャンスは常に準備ができあがった者に属します。しかし、我々に属する成功の機会が来たとき、それをつかむことができましたか。HRCIのSPHR認定試験を受験するために準備をしているあなたは、MogiExamという成功できるチャンスを掴みましたか。MogiExamのSPHRi問題集はあなたが楽に試験に合格する保障です。この問題集は大量な時間を節約させ、効率的に試験に準備させることができます。MogiExamの練習資料を利用すれば、あなたはこの資料の特別と素晴らしさをはっきり感じるすることができます。この問題集は間違いなくあなた

の成功への近道で、あなたが十分にSPHRi試験を準備させます。

HRCI Senior Professional in Human Resources - International 認定 SPHRi 試験問題 (Q22-Q27):

質問 # 22

The orientation program at Company X is considered very intense. New employees are given a crash course in organizational philosophy, and are discouraged from voicing their opinions or concerns. Which type of people processing strategy is Company X using?

- A. Contest
- B. Collective
- C. Divestiture
- D. Investiture

正解: C

解説:

Company X is using a divestiture people processing strategy. This type of strategy aims to reduce the influence of personal characteristics on the organization. Military institutions typically employ a divestiture people processing strategy, with the aim of making individual soldiers subservient to the imperatives of the group. Investiture people processing strategies, on the other hand, give new employees a chance to express themselves and apply their personal idiosyncrasies to the organization. Contest people processing strategies do not sort new employees by interest or ability; instead, they put every new employee through the same program and make decisions about placement once orientation is complete. Finally, collective people processing strategies emphasize cooperation between new employees.

質問 # 23

How much COBRA coverage is allowed if an employee is terminated due to "gross misconduct"?

- A. 36 months
- B. 0 months
- C. 29 months
- D. 18 months

正解: B

解説:

If employment is terminated due to "gross misconduct" the former employee is not entitled to any COBRA coverage. The other answer choices are too high; the employer has no obligation to support COBRA coverage for the terminated employee.

質問 # 24

Which of the following statements about drug testing programs is true?

- A. Scheduled drug testing programs are the most effective.
- B. Businesses can decide to test certain job groups only.
- C. Testing for illicit drugs is considered a medical exam and is regulated by the ADA as such.
- D. Candidates may be drug tested before an offer of employment has been made.

正解: B

解説:

Businesses can decide to test certain job groups only. Some businesses restrict their drug testing to employees who will have great responsibility or who will be operating heavy machinery. Scheduled drug testing programs are less effective because drug-using employees are given a chance to devise ways around the test. Testing for illicit drugs is not considered to be a medical exam; however, testing for alcohol is considered a medical exam and is regulated by the ADA as such. Pre-employment drug testing should not precede an offer of employment but, rather, be a contingency of the offer of employment.

質問 # 25

What do the Uniform Guidelines on Employee Selection Procedures declare?

- A. Employers must use the selection tool that has the least adverse impact on protected
- B. A selection tool has an adverse impact when the hiring rate for protected classes is less than
- C. Employers may use whichever selection tool they prefer.
- D. Employers may never use selection tools that adversely impact protected classes.

正解: A

解説:

The Uniform Guidelines on Employee Selection Procedures declare that employers must use the selection tool that has the least adverse impact on protected classes. Of course, this provision is only applicable when the employer has access to more than one selection tool. When there is no other option, employers may use selection tools that adversely impact protected classes. According to the UGESP, an adverse impact exists when the selection rate for a protected class is - or less of the normal selection rate.

質問 # 26

The human resources department wants to see if experienced employees are more productive. The department takes a measure of each employee's productivity, and then plots it on a graph where the other axis is employee experience. Which correlation coefficient would be the strongest suggestion that productivity increases with experience?

- A. 0
- B. -0.9
- C. +0.8
- D. +0.2

正解: C

解説:

A correlation coefficient of +0.8 would be the strongest suggestion that productivity increases with experience. Only a positive correlation coefficient indicates that productivity and experience are positively correlated. A negative correlation coefficient would indicate that productivity declines with experience. For this reason, the answer is +0.8, even though -0.9 (answer choice D) represents the strongest correlation.

質問 # 27

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HRCI SPHRi認証試験を通るために、いいツールが必要です。HRCI SPHRi認証試験について研究の資料がもっとも大部分になって、MogiExamは早くてHRCI SPHRi認証試験の資料を集めることができます。弊社の専門家は経験が豊富で、研究した問題集がもっとも真題と近づいて現場試験のうろたえることを避けます。

SPHRi復習攻略問題: <https://www.mogixam.com/SPHRi-exam.html>

HRCI SPHRi参考書勉強 これにより、レビュープロセスにプレッシャーや不安が充満することはなくなります、我々のSPHRi模擬問題集は的中率が高いです、SPHRi試験問題が最適です、そして、SPHRi問題集は安くて、便利です、しかし、SPHRi試験に合格し、証明書を取得することは容易ではありません、SPHRi復習攻略問題 - Senior Professional in Human Resources - International試験問題集の高品質のアフターサービス、HRCI独自のSenior Professional in Human Resources - International試験刺激テストのスコアと、SPHRi試験トレントをマスターしたかどうかをいつでもテストできます、HRCI SPHRi参考書勉強 我々を信じてください。

マリナ様 私の名前は青木万里奈ですが名乗った覚えもないのに、どうして名前をご存SPHRi知なのですか、一人で正念場に立つB君に、今、私ができることといたら、祈るだけ、これにより、レビュープロセスにプレッシャーや不安が充満することはなくなります。

信頼的なHRCI SPHRi参考書勉強 & 合格スムーズSPHRi復習攻略問題 | 実用的なSPHRi試験勉強書

我々のSPHRi模擬問題集は的中率が高いです、SPHRi試験問題が最適です、そして、SPHRi問題集は安くて、便利です、しかし、SPHRi試験に合格し、証明書を取得することは容易ではありません。

