

HRCI SPHR日本語受験教科書、SPHR勉強資料



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当社It-Passportsは、優れた職人技と成熟したサービスシステムを備えた専門家グループを作り上げました。SPHRの最新の質問の品質は高いです。なぜなら、私たちの専門家チームが実際の試験のニーズに応じてそれらを整理および編集し、試験に関するすべての情報の本質を抽出したからです。したがって、当社のSPHR認定ツールは、同種の学習教材の中でもブティックです。高品質のSPHR試験準備のための熱心な追求により、最高ランクのSPHRテストガイドが作成され、販売量が常に増加しています。

>> HRCI SPHR日本語受験教科書 <<

SPHR勉強資料 & SPHR資格参考書

当社のSPHR学習教材を購入したこれらの人々を支援するために、当社が提供するSPHR学習教材の更新と更新を担当する当社の専門家チームがあります。弊社からSPHR学習教材を購入したいお客様と永続的かつ持続可能な協力関係を築くことをお約束します。SPHR学習教材を購入する場合、重要な情報を見逃すことはありません。さらに、更新システムが無料であることをお約束します。

HRCI The Professional in Human Resources (SPHR) 認定 SPHR 試験問題 (Q90-Q95):

質問 # 90

As an HR Professional you should be familiar with the terminology, practices, and rules governing union- based strikes. An organization utilizes union labor and non-union labor in their operations. The union goes on a strike; so the organization shifts work to

the non-union labor to offset the effects of the strike. If the union labor decides to picket the operations of the non-union labor, what term is assigned to this process?

- **A. Double Breasting Picketing**
- B. Common situs picketing
- C. Sympathy strike
- D. Wildcat strikes

正解: A

解説:

Explanation/Reference:

Answer option A is correct.

When a union is on a strike and the organization shifts work to non-union operations, the union can picket the non-union operations. This is called a double breasting picket.

Answer option D is incorrect. A sympathy strike occurs when non-striking workers don't cross the picket line of striking workers.

Answer option B is incorrect. The common situs picketing happens when members of a picketing labor union picket a workplace in which multiple employers work. This could include employers who the picketers don't have a disagreement with.

Answer option C is incorrect. A wildcat strike is when a collective bargaining agreement restricts strikes, but workers strike anyway.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-

586-44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Union Organization

質問 # 91

You need to participate in enterprise risk management and complete an HR-audit.

Which of the following is the best definition of an HR-audit in regard to risk management?

- **A. Identify the HR areas that may be out of compliance with legal requirements**
- B. Identify the total number of employees in the organization
- C. Identify the competency of employees in each areas of the organization
- D. Identify the total number of employees by years of employment in the organization and verify their experience, education, and skills

正解: A

解説:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four:

Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Strategic Management

質問 # 92

A US company has offices throughout the US and in Europe. What accounting rules are the company required to use?

- A. Securities Exchange Act rules
- B. International Financial Reporting Standards
- C. American Institute of Certified Public Accountants rules
- **D. Generally Accepted Accounting Principles**

正解: D

解説:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four:

Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Business Management and Strategy

Objective: Organizations

質問 # 93

As a Senior HR Professional you should be familiar with the rights of employees and how it relates to the performance and relationship with management and the organization. In this light, what are Weingarten Rights?

- A. It is the right of an exempt employee to refuse to work more than 40 hours per week in seven-day time period.
- B. It is the right of the employee to refuse to work overtime hours that may have been requested by management.
- C. It is the right of the employee to leave the organization's employment at anytime without retribution by withholding or delaying payments due for work.
- **D. It is the right of an employee to have a union representative present at any investigatory interview that the employee believes may lead to a disciplinary action.**

正解: D

解説:

Explanation/Reference:

Answer option B is correct.

Weingarten rights describe the rights of a union-employee to request and be granted the presence of a union representative at any meeting that the employee believes may lead to disciplinary action.

Answer options D, A, C are incorrect. This isn't a valid definition of the Weingarten rights.

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

Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Employee Relations

質問 # 94

The lawsuit Oncale v. Sundowner Offshore Service, Inc. is a unique sexual harassment case. What was the relevance of this case which makes it unique to human resource professional?

- **A. It is a sexual harassment case that was brought about by a man being harassed by men.**
- B. It is a sexual harassment case that was brought about by a man being harassed by women.
- C. It is the first sexual harassment case that awarded a woman over \$1,000,000.
- D. It is a sexual harassment case that was actually a fictitious account of harassment.

正解: A

解説:

Explanation/Reference:

Answer option D is correct.

The Oncale v. Sundowner Offshore Service, Inc. is the Supreme Court case that found that sexual harassment under Title VII was written to protect women, should be applicable to both sexes.

Answer options B, A, and C are incorrect. These aren't valid answers for the case. It was a lawsuit that centered on a man being sexually harassed by other men in the workforce.

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

Chapter 7: Employee and Labor Relations. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Federal Employment Legislation

質問 # 95

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