

SPHR최신덤프데모다운 - SPHR시험대비최신덤프공부자료

SAP C-4H430-94 SAP Certified Application Associate - SAP Commissions Implementation 4

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Tags: C-4H430-94퍼펙트최신버전공부자료,C-4H430-94퍼펙트최신버전문제,C-4H430-94높은통과율덤프문제,C-4H430-94높은통과율덤프샘플다운,C-4H430-94최신인증시험덤프데모

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참고: KoreaDumps에서 Google Drive로 공유하는 무료 2026 HRCI SPHR 시험 문제집이 있습니다:
https://drive.google.com/open?id=1Nx73d2W44JSYx67fz-K60h6_mxeaHQIO

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인적 자원 전문가(SPDR) 인증 시험은 인적 자원 전문가들을 위한 매우 존경받고 널리 인정받는 자격증입니다. 이 인증은 인적 자원 전문가들을 위한 세계적으로 인정받는 HR Certification Institute(HRCI)에서 수여됩니다. SPDR 인증은 분야에서 광범위한 경험을 가진 고급 인적 자원 전문가들을 대상으로 하며, 조직의 목표와 부합하는 인적 자원 전략을 개발하고 실행하는 것을 책임지고 있습니다.

SPRR 인증 시험은 150 개의 객관식 질문으로 구성되며 3 시간 동안 지속됩니다. 시험은 두 섹션으로 나뉩니다. 첫 번째 섹션은 전략적 비즈니스 관리, 인력 계획 및 고용, 인적 자원 개발 및 총 보상을 다룹니다. 두 번째 섹션에는 직원 및 노사 관계, 위험 관리 및 HR 정보 관리가 포함됩니다. 응시자는 시험에 합격하고 SPRR 인증을 받으려면 700 명 중 500 명 이상을 기록해야 합니다.

SPHR시험대비 최신 덤프공부자료 & SPHR최고품질 덤프데모 다운

지금 같은 세대에 많은 분들이 IT업계에 관심을 가지고 있습니다. 이렇게 인재가 많은 사회에서 IT관련인사들은 아직도 적은 편입니다. 면접 시에도 IT인증 자격증유무를 많이들 봅니다. 때문에 IT자격증이 많은 인기를 누리고 있습니다. 이런 살아가기 힘든 사회에서 이런 자격증들 또한 취득하기가 넘 어렵습니다. HRCI SPHR인증시험 또한 아주 어려운 시험입니다. 많은 분들이 응시하지만 통과하는 분들은 아주 적습니다.

최신 HRCI Certifications SPHR 무료샘플문제 (Q246-Q251):

질문 # 246

Which of the following union security clauses requires that all employees join the union within a grace period specified by the contract?

- A. Closed shop clause
- B. Union shop clause
- C. Maintenance of membership clause
- D. Agency shop clause

정답: B

설명:

Explanation/Reference:

Answer option C is correct.

The union shop clause requires that all employees join the union within a grace period specified by the contract.

Answer option A is incorrect. The agency shop clause specifies that all employees must either join the union or pay union dues if they choose not to join the union.

Answer option B is incorrect. The maintenance of membership clause allows employees to choose whether to join the union, but once they join, they must remain members until the expiration of the contract.

Answer option D is incorrect. The closed shop clause requires that all new hires be members of the union before they are hired.

Chapter: Employee and Labor Relations

Objective: Union Organization

질문 # 247

Ned is an HR professional for his organization and he's analyzing how employees complete certain tasks on the assembly line. There have been some complaints and claims over the past few months of repetitive stress injuries and cumulative trauma injuries to employees on the assembly line. Ned is examining how the work is completed and looking for unnatural body movements by the workers. What is Ned actually studying?

- A. Job shadowing
- B. Mitigation
- C. OSHA compliance
- D. Ergonomics

정답: D

설명:

Section: Volume D

Explanation/Reference:

Answer option B is correct.

Ned is studying the ergonomics of the assembly line to gain insight into the injuries, work, and possible mitigation of the unnatural movements.

Answer option C is incorrect. While Ned does want to comply with OSHA, the best answer is ergonomics.

Answer option A is incorrect. This may seem like job shadowing, but Ned isn't looking to learn the process of how to do the work, as is the case in job shadowing, but he's learning about the process of the work as it may relate to repetitive stress injuries and cumulative trauma injuries.

Answer option D is incorrect. Mitigation is the risk response to reduce or lower the probability of the risk event. Ned haven't made any recommendations yet for the risk events.

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

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Assessment

질문 # 248

A business professional must plan on the direction and mission of the organization. Questions that direct the business ask where is the business now, where does the business want to go, how will the business get there, and how will we know when it has arrived. What term is assigned to this business introspection?

- A. Planning
- B. Vision
- C. Mission building
- D. Strategic planning

정답: D

설명:

Section: Volume A

Explanation/Reference:

Answer option C is correct.

These questions are all indicative of strategic planning.

Answer option A is incorrect. While this is a form of planning, this isn't the best answer for the question.

Answer option B is incorrect. Mission building happens as the business is in its startup phase of the organizational life cycle.

Answer option D is incorrect. Vision is linked to the mission of the company. It's the image and model the founder and executives see for the organization.

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

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: Strategy

질문 # 249

All of the following statements about employment at-will are true except which one?

- A. The employee may resign at any time, with or without notice.
- B. The employer may terminate the employee at any time for any reason.
- C. The employer may withdraw an offer of employment after the employee has accepted the position and resigned another job.
- D. The employer may terminate the employee for cooperating with an SEC investigation.

정답: D

설명:

Answer option B is correct. The public-policy exception to the at-will doctrine prevents an employer from terminating an employee who is cooperating in a government investigation of wrongdoing. Options D and B are elements of at-will employment. Option C would also be allowed based on the at-will doctrine but could be affected by other common-law doctrines. Chapter: Employee and Labor Relations Objective: Review Questions

질문 # 250

You are a HR Professional for your organization and you're coaching Thomas on human resources practices, particularly the role of the HR Professional in strategic planning. You tell Thomas the importance of vision, mission, and values of an organization. Thomas asks what the difference is between vision and mission. Which one of the following best describes the difference between vision and mission for an organization?

- A. A vision is the purpose of a company. A mission is the task the organization aims to accomplish.

- [illegible]

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