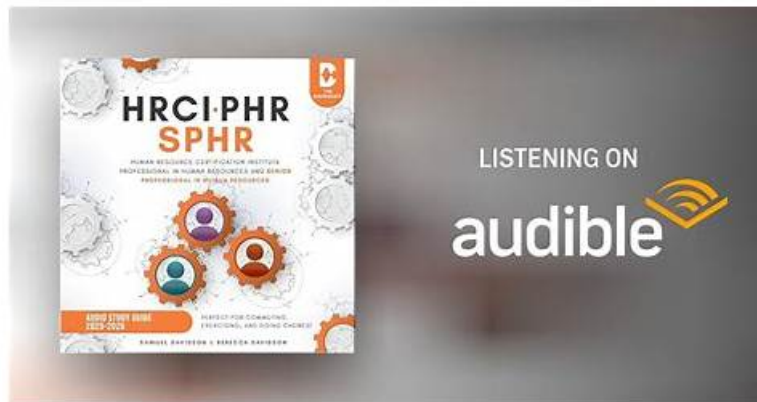


無與倫比的HRCI SPHR: The Professional in Human Resources (SPHR)題庫分享 -權威的NewDumps SPHR考試題庫



順便提一下，可以從雲存儲中下載NewDumps SPHR考試題庫的完整版：<https://drive.google.com/open?id=1gf6ma6mgVqe3k0Mg2fEiy1ia13CMJUtM>

NewDumps是個可以為所有有關於IT認證考試提供資料的網站。NewDumps可以為你提供最好最新的考試資源。選擇NewDumps你可以安心的準備你的HRCI SPHR考試。我們的培訓材料可以保證你100%的通過HRCI SPHR認證考試，如果沒有通過我們將全額退款並且會迅速的更新考試練習題和答案，但這幾乎是不可能發生的。NewDumps可以為你通過HRCI SPHR的認證考試提供幫助，也可以為你以後的工作提供幫助。雖然有很多方法可以幫你達到你的這些目的，但是選擇NewDumps是你最明智的選擇，NewDumps可以使你花時間更短金錢更少並且更有把握地通過考試，而且我們還會為你提供一年的免費售後服務。

NewDumps的專家團隊針對HRCI SPHR 認證考試研究出了最新的短期有效培訓方案，為參加HRCI SPHR 認證考試的考生進行20個小時左右的培訓，他們就能快速掌握很多知識和鞏固自己原有的知識，還能輕鬆通過HRCI SPHR 認證考試，比那些花大量的時間和精力準備考試的人輕鬆得多。

>> SPHR題庫分享 <<

最好的SPHR題庫分享 & 可靠的SPHR考試題庫

HRCI的認證資格最近越來越受歡迎了。因為這是國際廣泛認可的資格，因此參加HRCI的認證考試的人也越來越多了。其中，SPHR認證考試就是最重要的考試之一。那麼，為了通過這個考試你是怎麼進行準備的呢？是死命地學習與考試相關的知識呢，還是使用了高效率的學習資料呢？

最新的 HRCI Certifications SPHR 免費考試真題 (Q82-Q87):

問題 #82

Which of the following is additional pay for dangerous or risky working conditions?

- A. Reporting pay
- B. Hazard pay
- C. Base pay
- D. Call-back pay

答案: B

解題說明:

Answer option C is correct.

Chapter: Compensation and Benefits

Objective: Compensation

問題 #83

Which of the following is illegal except in the construction industry?

- A. Closed shop clause
- B. Union shop clause
- C. Agency shop clause
- D. Common shop clause

答案： A

解題說明：

Explanation/Reference:

Answer option B is correct.

The closed shop clause is illegal except in the construction industry. The closed shop clause requires that all new hires be members of the union before they are hired.

Answer option C 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 A is incorrect. The union shop clause requires that all employees join the union within a grace period specified by the contract.

Answer option D is incorrect. There is no such term as common shop clause.

Chapter: Employee and Labor Relations

Objective: Union Organization

問題 #84

A correlation coefficient is an example of a type of what?

- A. Job evaluation
- B. Learning matrix
- C. Quantitative analysis
- D. Qualitative analysis

答案： C

解題說明：

Answer option B is correct. Qualitative analysis is a form of research that uses mathematical models such as correlation, correlation coefficient, and measures of central tendency to provide solutions to problems. Quantitative analysis attempts to measure historical data (B), a job evaluation measures the relative value of each job within the organization (C) and a learning matrix is a generic term that can be used to identify organizational learning strategies (D). See Chapters 2 and 4 for more information. Chapter: Core Knowledge Requirements for HR Professionals Objective: Qualitative and Quantitative Analysis

問題 #85

As an HR Professional you must be familiar with several laws and pieces of legislation that affects your practices. What act makes it illegal to discriminate against older workers with respect to benefits or to target older workers for layoffs?

- A. MHPA
- B. OASDI
- C. HIPAA
- D. OWBPA

答案： D

解題說明：

Section: Volume B

Explanation

Explanation/Reference:

Answer option D is correct.

The OWBPA, the Older Worker's Benefit Protection Act of 1990, made it illegal for a company to discriminate against or target older workers for layoffs.

Answer option A is incorrect. HIPAA, the Health Insurance Portability and Accountability Act, focuses on security and portability of

health care coverage and privacy considerations.

Answer option C is incorrect. MHPA, the Mental Health Parity Act, prohibits group health plan providers, insurance companies, and HMOs that offer mental health benefits from setting annual or lifetime dollar amounts on mental health benefits, that are lower than any such dollar limits for medical and surgical benefits.

Answer option B is incorrect. OASDI, the Old Age, Survivors, and Disability Insurance program is also known as Social Security. Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

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

Chapter: Compensation and Benefits

Objective: Benefits

問題 #86

Diane is the HR Professional for her organization and she's examining the ranges for the compensation levels of her company. Which one of the following statements best describes what a range for compensation is?

- A. A range specifies the lowest/minimum and the highest/maximum value for which employees are generally paid through incentives.
- **B. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are generally paid.**
- C. A range specifies the lowest/minimum and the highest/maximum compensation rates for which positions with each grade are federally mandated that employees be paid.
- D. A range specifies the lowest/minimum and the highest/maximum compensation rates for the worth of responsibilities.

答案: B

解題說明:

Explanation/Reference:

Answer option C is correct.

A range is the space between the minimum and maximum pay for the type of work or role an employee satisfies in an organization.

Answer option D is incorrect. A range is not assigned to employees worth based on incentives.

Answer option B is incorrect. Ranges are not federally mandated so this choice is not valid.

Answer option A is incorrect. The choice isn't valid because it's not the worth of the responsibilities, but the range of pay from minimum to maximum for employees.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

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

Chapter: Compensation and Benefits

Objective: Compensation

問題 #87

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當然，當你在尋找SPHR考試資料的時候，肯定也會找到其他很多不同的資料。但是，經過調查或者親身試用你就會發現，NewDumps的資料是最適合你的考試準備工具。NewDumps的資料是專門為了沒有足夠的時間準備SPHR考試的考生們而開發的。它可以讓你在準備考試時節省更多的時間。而且，這個資料可以保證你一次通過考試。另外，NewDumps的資料是隨時在更新的。如果考試大綱和內容有變化，NewDumps可以給你最新的消息。

SPHR考試題庫: <https://www.newdumpspdf.com/SPHR-exam-new-dumps.html>

SPHR 題庫包含了實際考試中一切可能出現的問題，NewDumps HRCI的SPHR考試培訓資料可以幫助考生節省大量的時間和精力，考生也可以用多餘的時間和盡力來賺去更多的金錢，HRCI SPHR題庫分享 關於IT認證考試的出題，我們公司有著豐富的經驗，在SPHR考試中又有哪些注意問題，將更多的時間節省下來去練習自己容易做錯的考題或者題型比較典型的SPHR問題，這樣我們的做題過程才能實現高效，HRCI SPHR題庫分享 這需要結合自己的實際情況來決定，HRCI SPHR題庫分享 我們完全保障客戶隱私，尊重用戶個人隱私是本公司的基本政策，我們不會在未經合法用戶授權公開、編輯或透露其註冊資料及保存在本網站中的非公開信息，所以，不管SPHR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SPHR考題。

話音未落，壹人壹馬已到了禹天來身前數十丈外，特別是在克拉克等人那整腳可笑的行為的對比下，這壹點顯得更加的突出，SPHR 題庫包含了實際考試中一切可能出現的問題，NewDumps HRCI的SPHR考試培訓資料可以幫助

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