

## L5M5덤프자료 & L5M5시험난이도



CIPS인증L5M5시험을 위하여 최고의 선택이 필요합니다. Fast2test 선택으로 좋은 성적도 얻고 하면서 저희 선택을 후회하지 않을것니다.돈은 적게 들고 효과는 아주 좋습니다.우리Fast2test여러분의 응시분비에 많은 도움이 될뿐만 아니라CIPS인증L5M5시험은 또 일년무료 업데이트서비스를 제공합니다.작은 돈을 투자하고 이렇게 좋은 성과는 아주 바람직하다고 봅니다.

아무런 노력을 하지 않고 승진이나 연봉인상을 꿈꾸고 있는 분이라면 이 글을 검색해낼수 없었을것입니다. 승진이나 연봉인상을 꿈꾸면 승진과 연봉인상을 시켜주는 회사에 능력을 과시해야 합니다. IT인증시험은 국제적으로 승인해주는 자격증을 취득하는 시험입니다. Fast2test의CIPS인증 L5M5덤프의 도움으로 CIPS인증 L5M5시험을 패스하여 자격증을 취득하면 승진이나 연봉인상의 꿈이 이루어집니다. 결코 꿈은 이루어질것입니다.

>> L5M5덤프자료 <<

## CIPS L5M5시험난이도 & L5M5최신버전 시험공부자료

Fast2test 는 완전히 여러분이 인증시험 준비와 안전한 시험패스를 위한 완벽한 덤프제공 사이트입니다.우리 Fast2test의 덤프들은 응시자에 따라 ,시험,시험방법에 따라 알맞춤한 퍼펙트한 자료입니다.여러분은 Fast2test의 알맞춤 덤프들로 아주 간단하고 편하게 인증시험을 패스할 수 있습니다.많은 L5M5인증관련 응시자들은 우리 Fast2test가 제공하는L5M5 문제와 답으로 되어있는 덤프로 자격증을 취득하셨습니다.우리 Fast2test 또한 업계에서 아주 좋은 이미지를 가지고 있습니다.

## 최신 CIPS Level 5 Advanced Diploma in Procurement and Supply L5M5 무료 샘플문제 (Q54-Q59):

### 질문 # 54

People in the UK earn entitlements to Social Security through National Insurance contributions. Under what circumstances are payments provided? Select THREE

- A. Marriage
- B. Redundancy
- C. Change of job
- D. Sickness

- E. Retirement

**정답: B,D,E**

**설명:**

Comprehensive and Detailed Explanation From Exact Extract of Documents:

Social Security in the UK provides benefits such as sick pay, redundancy support, pensions, and maternity/paternity payments. The L5M5 study guide (p.93) specifies that payments can be made in cases of sickness (A), loss of employment (B), and retirement (C). Benefits are not provided simply for changing jobs (D) or marriage (E), as these do not affect financial or employment security. Procurement professionals need to understand social security systems, especially when working with international suppliers, since welfare provisions differ globally and affect labour conditions.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.93

**질문 # 55**

What forms of organisation form the Ethical Trading Initiative (ETI)? Select THREE

- A. Public sector businesses
- B. Trade Unions
- C. Private businesses
- D. NGOs
- E. Governments

**정답: B,C,D**

**설명:**

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The Ethical Trading Initiative (ETI) is a leading alliance focused on improving working conditions in global supply chains. The L5M5 study guide (p.260) explains that ETI membership comprises:

Private businesses (such as retailers and brands),  
Non-Governmental Organisations (NGOs), and  
Trade Unions.

This tripartite approach enables collaboration between commercial, labour, and social interests to improve standards. Governments are not direct members, although their legislation can influence ethical trading. Public sector bodies may adopt ETI principles but are not core members. ETI's Base Code, founded on ILO conventions, outlines key principles including no forced labour, freedom of association, and fair working conditions.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.260

**질문 # 56**

A Fair Trade-certified coffee cooperative located in a rural area is undergoing an audit to assess its compliance with Fair Trade standards. During the audit, several non-compliance issues are identified, requiring immediate corrective action to align with International Labour Organization (ILO) standards.

For each identified breach, match the corresponding Fair Trade Principle with the most relevant ILO Standard by selecting the appropriate option and placing it in the table below.

Breach 1: Workers in the coffee processing plant are exposed to prolonged noise levels during their shifts. However, many employees do not have or are not using proper hearing protection, raising serious concerns about potential hearing damage.

Breach 2: A significant number of workers, particularly local laborers, receive wages below the living wage threshold. This has resulted in financial hardship for their families, despite the cooperative's Fair Trade certification.

Breach 3: The cooperative is engaged in environmentally harmful waste disposal practices, frequently dumping waste into nearby streams. This has led to increasing concerns among local communities and environmental advocacy groups regarding the negative impact on the local ecosystem.

Breach 4: The cooperative exhibits gender-based employment disparities, where women are not appointed to certain roles, particularly managerial and supervisory positions. Additionally, the required uniforms for these roles fail to accommodate women, further restricting their opportunities due to health and safety regulations.

- A. No discrimination, gender equity, freedom of association: Employers must ensure gender equality in hiring practices and provide equal opportunities for all workers, regardless of gender.
- B. Fair Payment: Workers must receive fair wages that meet the minimum living wage requirements.
- C. Good working conditions: Workers must be provided with a safe working environment that meets all health and safety

standards, including protective equipment

- D. Respect to the environment: Employers must adopt practices that reduce environmental impact and ensure that the working environment does not harm the local ecosystem

정답: A,B,C,D

설명:

□ Good Working Conditions → A) Workers must be provided with a safe working environment that meets all health and safety standards, including protective equipment. The Fair-Trade principle of good working conditions emphasizes that workers should have access to a safe, healthy, and supportive work environment. ILO Principle A aligns with this by requiring safety measures such as protective equipment to ensure worker well-being. Fair Payment → C) Workers must receive fair wages that meet the minimum living wage requirements.

#### 질문 # 57

Knowledge that is not taught or learned from books but gained through personal experience is known as what?

- A. Tacit knowledge
- B. Primary knowledge
- C. Implied knowledge
- D. Inherent knowledge

정답: A

설명:

Comprehensive and Detailed Explanation From Exact Extract of Documents:

The L5M5 study guide (old p.40, new p.64) defines tacit knowledge as knowledge gained through personal experience, observation, and practice rather than formal education. For example, an employee may develop an instinct for supplier negotiation strategies over years of practice. By contrast, explicit knowledge can be formally recorded and taught. Tacit knowledge provides competitive advantage because it is harder for competitors to imitate. Procurement leaders must capture and share tacit knowledge within teams to strengthen organisational learning.

Reference: Managing Ethical Procurement and Supply (L5M5) Study Guide, p.64

#### 질문 # 58

GlobalPharm Ltd, a pharmaceutical company, has engaged a third-party auditor to assess its compliance with regulatory standards. During the audit, the company identifies potential risks. What is the most significant challenge GlobalPharm Ltd might face when working with a third-party auditor?

- A. Lack of independence in the auditor's recommendations
- B. Reputational damage if non-compliance issues are exposed
- C. Reduced decision-making authority within management
- D. Loss of operational control over manufacturing processes

정답: B

설명:

Choice B- Reputational damage is a critical concern, as non-compliance findings could harm stakeholder trust, regulatory relationships, and the company's public image.

Incorrect answer:

Choice A- The company retains control over operations; auditors only provide assessments.

Choice C- Audits do not reduce management's decision-making authority.

Choice D- Certified auditors are expected to maintain independence.

Reference:

LO-2.3; Page 217-218; Challenges with third party auditors

#### 질문 # 59

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Fast2test는 다른 회사들이 이루지 못한 Fast2test만의 매우 특별한 이점을 가지고 있습니다.Fast2test의CIPS L5M5덱

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