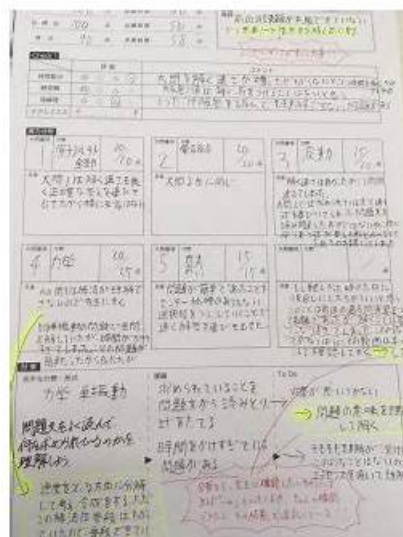


更新する-効率的なSPHR赤本勉強試験-試験の準備方法SPHR対応内容



2026年GoShikenの最新SPHR PDFダンプおよびSPHR試験エンジンの無料共有: <https://drive.google.com/open?id=1xjajxn3Tilx1TQktAtV6q29nKdhl3G66>

現在の社会の中で優秀な人材が揃ってIT人材も多く、競争もとても大きくて、だから多くのIT者にはITに関する試験に参加するIT業界での地位のために奮闘しています。SPHR試験はHRCIの一つ重要な認証試験で多くのIT専門スタッフが認証される重要な試験です。

電子デバイスでの学習は、実際の研究に触れることに反します。SPHR試験ダンプは、試験資料の世界有数のプロバイダーの1つとして知られていますが、その内容についてはまだ疑わしいかもしれません。したがって、特に今後の参考のためにいくつかのデモを提供し、それらのダウンロードに対して料金を請求しないことを約束します。その後、SPHRテストの質問を使用することが適切かどうかわかります。明確な説明を提供するために回答と質問が用意されています。ダウンロードに問題がある場合は、必ずサービスにアクセスしてください。

>> SPHR赤本勉強 <<

試験の準備方法-素晴らしいSPHR赤本勉強試験-正確なSPHR対応内容

ユーザーエクスペリエンスの向上を常に目指しています。SPHRテストガイドを購入する前にPDFバージョンのデモをダウンロードして、その内容を簡単に見て、SPHR試験を理解してください。SPHRの実際の質問を知ったら、購入するかどうかを決めることができます。プロセスは静かでシンプルです。あなたがする必要があります。

のは、当社のウェブサイトアクセスして無料のデモをダウンロードすることです。これにより多くの時間を節約でき、SPHR試験問題の合格率は98%以上なので、SPHRテストガイドで満足する可能性が高くなります。

HRCI The Professional in Human Resources (SPHR) 認定 SPHR 試験問題 (Q202-Q207):

質問 # 202

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

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

正解: B

解説:

Explanation/Reference:

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

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

Chapter: Employee and Labor Relations

Objective: Union Organization

質問 # 203

As an HR Professional in your organization, you need to be familiar with designing interview questions that are valid. Which type of validity is demonstrated by the job requirement of the applicant being able to design a web page in a particular software program your company uses?

- A. Construct validity
- B. Criterion-Related validity
- C. Predictive validity
- **D. Content validity**

正解: D

解説:

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

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

Chapter: Workforce Planning and Employment

Objective: Staffing Programs

質問 # 204

Jennifer is the HR Professional for her organization. Her supervisor, Dan, has asked Jennifer to find the Compa-ratio for Sam. Sam earns \$40,000 as a mechanic, but the midpoint for a mechanic is actually \$50,000. What is the Compa-ratio for Sam?

- A. -\$10,000
- B. \$10,000
- **C. 80 percent**
- D. 125 percent

正解: C

解説:

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

質問 # 205

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

正解: C

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 # 206

The motivation theory that suggests people are motivated by the reward they will receive when they succeed and that they weigh the value of the expected reward against the effort required to achieve it is known as what?

- A. McGregor's Theory X and Theory Y
- B. Adams' equity theory
- C. McClelland's acquired needs theory
- D. Vroom's expectancy theory

正解: D

解説:

Explanation/Reference:

Answer option A is correct.

Vroom explains his theory with three terms: expectancy (the individual's assessment of their ability to achieve the goal), instrumentality (whether the individual believes they are capable of achieving the goal), and valence (whether the anticipated goal is worth the effort required to achieve it). Adams' equity theory (B) states that people are constantly comparing what they put into work to what they get from it.

McClelland's acquired needs theory (C) states that people are motivated by one of three factors: achievement, affiliation, or power. McGregor's Theory X and Theory Y (D) explain how managers relate to employees. Theory X managers are autocratic, believing that employees do not want to take responsibility.

Theory Y managers encourage employees to participate in the decision-making process, believing that they respond to challenges. See Chapters 2 and 5 for more information.

Chapter: Core Knowledge Requirements for HR Professionals

Objective: Motivation Concepts

質問 # 207

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SPHR試験に向けて勉強しているときは、家族のためなど、仕事に行くのに忙しいかもしれません。誰もが効率的な仕事をするための時間は貴重です。優れたSPHR準備ガイドを取得したい場合、合格するまでの時間を短縮する必要があります。キーポイントと最新情報を選択して、SPHRガイドトレントを完成させています。練習す

P.S.GoShikenがGoogle Driveで共有している無料の2026 HRCI SPHRダンプ: <https://drive.google.com/open?id=1xjaixn3Tilx1TOktAtV6q29nKdhL3G66>