

SPHR퍼펙트덤프샘플다운로드 & SPHR시험대비덤프 최신샘플



2026 Itexamdump 최신 SPHR PDF 버전 시험 문제집과 SPHR 시험 문제 및 답변 무료 공유:
<https://drive.google.com/open?id=13TyC4P-ZbkAewzassrU77eHRJcPhdsii>

HRCI인증 SPHR시험패스 공부방법을 찾고 있다면 제일 먼저Itexamdump를 추천해드리고 싶습니다. HRCI인증 SPHR시험이 많이 어렵다는것은 모두 알고 있는 것입니다. Itexamdump에서 출시한 HRCI인증 SPHR덤프는 실제 시험을 대비하여 연구제작된 멋진 작품으로서 HRCI인증 SPHR시험적중율이 최고입니다. HRCI인증 SPHR시험패스를 원하신다면Itexamdump의 제품이 고객님의 소원을 들어줄것입니다.

Itexamdump는 전문적인 IT인증시험덤프를 제공하는 사이트입니다.SPHR인증시험을 패스하려면 아주 현명한 선택입니다. Itexamdump에서는SPHR관련 자료도 제공함으로 여러분처럼 IT 인증시험에 관심이 많은 분들한테 아주 유용한 자료이자 학습가이드입니다. Itexamdump는 또 여러분이 원하도 필요로 하는 최신 최고버전의SPHR문제와 답을 제공합니다.

>> SPHR퍼펙트 덤프샘플 다운로드 <<

SPHR시험대비 덤프 최신 샘플 & SPHR최신 업데이트 덤프

Itexamdump의 HRCI인증SPHR시험대비덤프는 실제시험문제 출제경향을 충분히 연구하여 제작한 완벽한 결과물입니다.실제시험문제가 바뀌면 덤프를 제일 빠른 시일내에 업데이트하도록 하기에 한번 구매하시면 1년동안 항상

가장 최신의HRCI인증SPHR시험덤프자료를 제공받을수 있습니다.

최신 HRCI Certifications SPHR 무료샘플문제 (Q258-Q263):

질문 # 258

Nonexempt employees are not required to be paid to attend training events when four certain conditions are met. Which one of the following is not one of the four conditions to determine if a nonexempt employee should be paid for training?

- A. The event must be outside normal work hours
- B. The event may not be job related
- C. The event's attendance is documented in performance review
- D. The event must be voluntary

정답: C

설명:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge. Chapter: Compensation and Benefits Objective: Total Rewards Defined

질문 # 259

To assess the effectiveness of the HR transformation, the Vice President must measure the:

- A. level of employee satisfaction with HR.
- B. effectiveness of HR's systems.
- C. managers' perceptions of the department.
- D. value the department adds to the organization.

정답: D

설명:

To assess the effectiveness of transforming HR into a strategic business partner, the Vice President must measure the value the department adds to the organization (B). At the SPHR level, effectiveness is defined by business impact, not activity volume or satisfaction alone.

Traditional HR metrics-such as service volume, cost efficiency, or satisfaction-reflect operational performance. However, a strategic HR function is evaluated based on its contribution to organizational outcomes, such as improved talent capability, reduced risk, higher productivity, leadership readiness, and support of strategic initiatives.

Employee satisfaction (A) and manager perceptions (D) are useful indicators but are subjective and insufficient on their own. System effectiveness (C) measures efficiency, not strategic value.

SPHR exam content consistently emphasizes that HR's credibility and strategic role are demonstrated through measurable contributions to organizational performance and results.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (HR metrics; value creation).

* HRCI SPHR Study Guide - Measuring HR's strategic impact.

질문 # 260

Which of the following occurs when the union decides to stop working?

- A. Lockout
- B. Strike
- C. Involuntary exit
- D. Boycott

정답: B

설명:

Explanation/Reference:

Answer option C is correct.

A strike occurs when the union decides to stop working.

Answer option D is incorrect. Involuntary exits is process that occurs due to mergers, outsourcing or changing business needs. It also occurs due to terminations for cause, such as performance problems, etc.

Answer option B is incorrect. A lockout occurs when management shuts down operations to keep the union from working.

Answer option A is incorrect. Boycotts occur when the union and the employees work together against an employer to express their dissatisfaction with the employer's actions, or to try to force the employer into accepting their demands.

Chapter: Employee and Labor Relations

Objective: Union Organization

질문 # 261

The Hay System was developed in 1934 by Edward Hay and evaluates job using three factors. Which of the following factors is NOT one of the three elements of job evaluation of the Hay System?

- A. Knowledge
- B. Problem solving
- C. Experience
- D. Accountability

정답: C

설명:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

질문 # 262

You are the Senior HR Professional for your organization. You've just written the following statement in your company's code of conduct: the use of business resources for personal gain compromises the integrity of our company. What does this statement accomplish in the code of conduct?

- A. Ethical/value statement
- B. Gift statement
- C. Conduct statement
- D. Honesty statement

정답: A

설명:

Section: Volume B

Explanation/Reference:

Answer option A is correct.

This statement is an ethical or value statement for your company's code of conduct. It specifically addresses the conflict of interest.

Answer option C is incorrect. A conduct statement describes how an employee is to act in given situations.

Answer option B is incorrect. An honesty statement defines the expectations for all employees to act honestly in the workplace.

Answer option D is incorrect. The gift statement addresses the acceptance, price limit, and refusal of gifts to employees that could be construed as gifts.

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: Corporate Governance

질문 # 263

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<https://drive.google.com/open?id=13TyC4P-ZbkAewzassrU77eHRJcPhdsii>