

SPHR인기자격증 시험덤프공부 - SPHR최고품질덤프데모다운



그리고 PassTIP SPHR 시험 문제집의 전체 버전을 클라우드 저장소에서 다운로드할 수 있습니다:
<https://drive.google.com/open?id=1LLkvp8rVsrYEcAaotxkYIE2WliU5H>

PassTIP에서 출시한 HRCI인증 SPHR덤프는 실제시험문제 커버율이 높아 시험패스율이 가장 높습니다. HRCI인증 SPHR시험을 통과하여 자격증을 취득하면 여러방면에서 도움이 됩니다. PassTIP에서 출시한 HRCI인증 SPHR덤프를 구매하여HRCI인증 SPHR시험을 완벽하게 준비하지 않으실래요? PassTIP의 실력을 증명해드릴게요.

PassTIP는 고객님의 IT자격증취득의 작은 소원을 이루어지게 도와드리는 IT인증시험덤프를 제공해드리는 전문적인 사이트입니다. PassTIP 표 HRCI인증SPHR시험덤프가 있으면 인증시험걱정을 버리셔도 됩니다. PassTIP 표 HRCI인증SPHR덤프는 시험출제 예상문제를 정리해둔 실제시험문제에 가장 가까운 시험준비공부자료로서 공을 들이지 않고도 시험패스가 가능합니다.

>> SPHR인기자격증 시험덤프공부 <<

SPHR최고품질 덤프데모 다운, SPHR퍼펙트 덤프샘플 다운로드

HRCI인증 SPHR시험취득 의향이 있는 분이 이 글을 보게 될것이라 믿고PassTIP에서 출시한 HRCI인증 SPHR덤프를 강추합니다. PassTIP의HRCI인증 SPHR덤프는 최강 적응율을 자랑하고 있어 시험패스율이 가장 높은 덤프자료로서 뜨거운 인기를 누리고 있습니다. IT인증시험을 패스하여 자격증을 취득하려는 분은PassTIP제품에 주목해주세요.

최신 HRCI Certifications SPHR 무료샘플문제 (Q71-Q76):

질문 # 71

For which of the following is "the highest standards of care and professionals in a legal context" a key component?

- A. Conflict of interest
- B. Breach of contract
- C. Fiduciary responsibility
- D. Code of conduct

정답: C

설명:

Answer option C is correct. Fiduciary responsibility implies a greater legal obligation to act with great care and responsibility on behalf of a company. Acting in one's own self-interest, conflicting duties, and profiting from a role are all examples of how HR could breach this obligation. Code of conduct, breach of contract and conflict of interest are certainly components of HR standards, but in terms of ranking, they fall below the concept of fiduciary responsibility. Chapter: Compensation and Benefits Objective: Review Questions

질문 # 72

The use of real task behaviors makes training more relevant and assists in:

- A. transfer of learning.
- B. identification of critical incidents.
- C. development of technology.
- D. organizational integration.

정답: A

설명:

Using real task behaviors in training most directly assists in the transfer of learning (C). At the SPHR level, learning effectiveness is measured not by completion, but by whether employees apply new skills on the job.

When training mirrors actual job tasks, employees are more likely to understand relevance, practice appropriate behaviors, and apply learning in real work situations. This reduces the gap between training and performance and increases return on investment. Critical incident identification (A) is an analysis technique, not an outcome of training design. Technology development (B) and organizational integration (D) are not directly influenced by task realism.

SPHR exam content emphasizes that learning transfer is the primary goal of instructional design and is best achieved when training reflects real-world application.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Learning and Development (instructional design; learning transfer).

* HRCI SPHR Study Guide - Techniques to improve training relevance and effectiveness.

질문 # 73

Robert is the HR Professional for his organization and he's speaking with the federation chairman about the labor and the direction of unions. What is a federation?

- A. A federation is a group of national unions.
- B. A federation is the same as a union.
- C. A federation is a union that has international members.
- D. A federation is the governing body of a union.

정답: A

설명:

Explanation/Reference:

Answer option B is correct.

A federation is a collection of national unions. Federations usually lobby on behalf of its union members to speak collectively for the labor which the federation represents. The AFL-CIO is one of the largest federations.

Answer option A is incorrect. A federation is not the same as a union. Federations are made up of unions.

Answer option is incorrect. A federation represents national unions, not international unions.

Answer option D is incorrect. A federation is not the governing body of unions. Federations do not get involved with bargaining or contract administration.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

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: Executive Compensation

질문 # 74

Which of the following Acts requires employers to record health and safety incidents that occur each year and to document steps they take to comply with regulations?

- A. Occupational Safety and Health Act
- B. Drug-Free Workplace Act
- C. Sarbanes-Oxley Act
- D. Mine Safety and Health Act

정답: A

설명:

Section: Volume G

Explanation/Reference:

Answer option A is correct.

Chapter: Risk Management

Objective: Risk Assessment

질문 # 75

Jan is the HR Professional for her organization and she's meeting with the management to discuss the results of a balanced scorecard review. In particular, the management is asking Jan for her opinion how the organization can enhance organizational performance through education of the organization's employees. Which specific component of the balanced score is the management likely to be concerned with, in this scenario?

- A. Performance and retention
- B. Rewards and recognition
- C. Learning and growth
- D. Education and learning

정답: C

설명:

Answer option D is correct. Learning and growth focus on employee training and attitudes towards the individual and corporate growth. Chapter: Business Management and Strategy Objective: HR Metrics: Measuring Results

질문 # 76

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PassTIP의 HRCI SPHR덤프를 구매하기전 우선 pdf버전 덤프샘플을 다운받아 덤프문제를 공부해보시면 PassTIP덤프 품질에 신뢰가 느껴질것입니다. PassTIP의 HRCI SPHR덤프가 고객님의 시험패스에 조금이나마 도움이 되신다면 행복으로 느끼겠습니다.

SPHR최고품질 덤프데모 다운 : <https://www.passtip.net/SPHR-pass-exam.html>

지금 같은 상황에서 몇년간 HRCI SPHR시험자격증만 소지한다면 일상생활에서 많은 도움이 될것입니다, 통계에 따르면 대부분 IT기업에서 HRCI SPHR자격증을 취득한 인재를 필요로 한다고 합니다, 이는 응시자가 확실하고도 빠르게 HRCI SPHR덤프를 마스터하고 HRCI SPHR시험을 패스할수 있도록 하는 또 하나의 보장입니다, HRCI SPHR시험을 어떻게 패스할가 고민그만하시고 PassTIP의 HRCI SPHR시험대비덤프를 데려가 주세요, HRCI인증 SPHR시험은 널리 인정받는 인기자격증의 시험과목입니다.

BONUS!!! PassTIP SPHR 시험 문제집 전체 버전을 무료로 다운로드하세요: <https://drive.google.com/open?id=1LLkvyp8rVsrYEcAaotxkYIEI2WliU5H>