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NEW QUESTION: 1 オンプレミスネットワークと Azure サブスクリプションがあります。

オンプレミスネットワークには複数の支社があります。

トロントの支社には、ファイルサーバーとして構成された VM1 という名前の仮想マシンが含まれています。ユーザーは、すべてのオフィスから VM1 上の共有ファイルにアクセスします。

トロント支社にアクセスできない場合に、ユーザーができるだけ早く共有ファイルにアクセスできるようにするソリューションを推奨する必要があります。推奨事項に何を含めるべきですか？ **A.**

Azure ファイル共有と Azure File Sync **B.** Recovery Services のボールドと Windows

Server バックアップ **C.** Recovery Services ボールドと Azure Backup **D.** Azure

BLOB コンテナと Azure File Sync **Answer: A** Explanation: Use Azure File Sync to centralize your organization's file shares in Azure Files, while keeping the flexibility, performance, and compatibility of an on-premises file server. Azure File Sync transforms Windows Server into a quick cache of your Azure file share. You need an Azure file share in the same region that you want to deploy Azure File Sync. Incorrect Answers: A: Backups would be a slower solution.

Reference:

<https://docs.microsoft.com/en-us/azure/storage/files/storage-sync-files-deployment-guide>

NEW QUESTION: 2 You are the administrator of a Project Server 2013 environment. You set up an enterprise custom resource field to define skill sets for resources. When trying to replace your generic resources, the matching function does not work. You need to reconfigure Project Server 2013 to enable the skills match function. What should you do? **A.** Define a supporting skills table and associate it to the enterprise resource custom field. When adding the table, ensure that you are using this field for matching generic resources. **B.** Use the Department table and associate it to the enterprise resource custom field you create for skills. **C.** Create an enterprise custom skills field for defining your resources' skills. Then use the Enterprise Resource Pool view alongside the Project Team view, and replace your resources with the required skillset. **D.** Ensure that the resource is assigned to the correct department relative to the type of skills required. **Answer: A**

NEW QUESTION: 3 Which of the following theories focuses on increasing employee loyalty to the company by providing a job for life with a strong focus on the well-being of the employee, both on and off the job? **A.** Expectancy theory **B.** Herzberg's theory **C.** McGregor's X and Y **D.** Ouchi's Theory Z **Answer: D** Explanation: Explanation/Reference: Answer option A is correct. Ouchi's Theory Z, also known as the Japanese management style, believes in participative management. The organization is more of a familiar environment, and the organization strives for lifelong employment. Theory Z is the name applied to two competing management theories. In contrast to Theory X, which stated that workers inherently dislike and avoid work and must be driven to it, and Theory Y, which stated that work is natural and can be

a source of satisfaction when aimed at higher order human psychological needs, Theory Z focused on increasing employee loyalty to the company by providing a job for life with a strong focus on the well-being of the employee, both on and off the job. According to Ouchi, Theory Z management tends to promote stable employment, high productivity, and high employee morale and satisfaction. Answer option D is incorrect. McGregor's X and Y theory describes the project team members and their behavior on the project and how management responds. Answer option C is incorrect. Expectancy theory is about choice. It explains the processes that an individual undergoes to make choices. In organizational behavior study, expectancy theory is a motivation theory first proposed by Victor Vroom of the Yale School of Management. Expectancy theory predicts that employees in an organization will be motivated when they believe that: putting in more effort will yield better job performance better job performance will lead to organizational rewards, such as an increase in salary or benefits these predicted organizational rewards are valued by the employee in question. In order to enhance the performance-outcome tie, managers should use systems that tie rewards very closely to performance. Managers also need to ensure that the rewards provided are deserved and wanted by the recipients. In order to improve the effort-performance tie, managers should engage in training to improve their capabilities and improve their belief that added effort will in fact lead to better performance. Answer option B is incorrect. Herzberg's Motivation-Hygiene Theory, also known as Two Factor Theory, was developed by Frederick Herzberg, a psychologist who found that job satisfaction and job dissatisfaction acted independently of each other. Two Factor Theory states that there are certain factors in the workplace that cause job satisfaction, while a separate set of factors cause dissatisfaction. Two Factor Theory distinguishes between the following: Motivators (e.g. challenging work, recognition, responsibility) which give positive satisfaction, arising from intrinsic conditions of the job itself, such as recognition, achievement, or personal growth. Hygiene factors (e.g. status, job security, salary and fringe benefits) which do not give positive satisfaction, although dissatisfaction results from their absence. These are extrinsic to the work itself, and include aspects, such as company policies, supervisory practices, or wages/salary. Essentially, hygiene factors are needed to ensure an employee is not dissatisfied. Motivation factors are needed in order to motivate an employee to higher performance, Herzberg also further classified our actions and how and why we do them, for example, if you perform a work-related action because you have to, then that is classed as movement, but if you perform a work-related action because you want to, then that is classed as motivation. Reference: "Project Management Body of Knowledge (PMBOK Guide), Fourth edition" Chapter: Communications and Human Resources Objective: Team Building

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