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**NEW QUESTION: 1** 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.** Criterion-Related validity  
**B.** Content validity  
**C.** Construct validity  
**D.** Predictive validity  
**Answer: B**  
**Explanation:** Explanation/Reference: Answer option D is correct. Content validity is used in an interview for an applicant to show their skills in a particular job-related function. Answer option C is incorrect. Criterion-Related validity is a selection procedure where skills are measured and compared (or selected) to an incumbent's success in the job based on the skills being measured. Answer option B is incorrect. Construct validity is a selection procedure that assesses evidence of a certain psychological trait desired in the job. Answer option A is incorrect. Predictive validity is a selection procedure that predicts a person's ability to perform well in a given job.  
**Reference:** Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5. 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

**NEW QUESTION: 2** In einem Unternehmen treten Probleme mit der Barrierefreiheit auf, wenn Dienste auf einem Cloud-basierten System erreicht werden. Welches der folgenden Überwachungstools sollte verwendet werden, um mögliche Ausfälle zu lokalisieren?  
**A.** Protokollanalytiker  
**B.** Paketanalytiker  
**C.** Netzwerkanalytiker  
**D.** Netzwerk-Sniffer  
**Answer: C**  
**Explanation:** A network analyzer is a useful tool, helping you do things like track traffic and malicious usage on the network.

### NEW QUESTION: 3

スイッチスタック内の下位スイッチは、その上に設定されているすべてのVLANについて情報を保

持しますか？**A.** VLANデータベース**B.** 木にまたがる**C.** DHCPスヌーピングデータベース**D.** ルーティング情報**Answer: B**

**NEW QUESTION: 4** Match the authentication protocol with its description. Instructions: To answer, drag the appropriate authentication protocol from the column on the left to its description on the right. Each authentication protocol may be used once, more than once, or not at all. You may need to drag the split bar between panes or scroll to view content. Note: Each correct match is worth one point **Answer: Explanation:**

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