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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Occupational Health & Safety

Topic 2	<ul style="list-style-type: none"> • HR Planning: This section of the exam measures the skills of HR Planners and focuses on workforce planning and forecasting to meet organizational needs. It includes succession planning, skills gap analysis, and aligning human capital strategy with long-term organizational goals.
Topic 3	<ul style="list-style-type: none"> • Labour Relations • Industrial Relations: This section of the exam measures skills of Labor Relations Specialists and covers the framework of collective bargaining, dispute resolution, and negotiation processes. It includes knowledge of employment laws, union-management relations, and strategies for maintaining positive labour relations within the workplace.
Topic 4	<ul style="list-style-type: none"> • Organizational Behavior: This section of the exam measures the skills of HR Consultants and focuses on understanding human behavior in organizational settings. It covers motivation, leadership, communication, and group dynamics to promote engagement, teamwork, and a positive work culture.
Topic 5	<ul style="list-style-type: none"> • This section of the exam measures the skills of Health and Safety Officers and covers workplace safety practices, hazard identification, and compliance with health and safety regulations. It focuses on promoting employee well-being, implementing prevention programs, and managing risks in the work environment.
Topic 6	<ul style="list-style-type: none"> • Finance & Accounting: This section of the exam measures the skills of HR Business Partners and focuses on understanding financial principles that impact HR decisions. It includes budgeting, financial statement analysis, cost-benefit assessments, and aligning HR initiatives with financial performance and business objectives.
Topic 7	<ul style="list-style-type: none"> • Compensation: This section of the exam measures the skills of Compensation Analysts and covers principles of designing, implementing, and maintaining effective compensation systems. It focuses on understanding job evaluation, pay structures, incentive programs, and equity considerations to attract and retain talent.
Topic 8	<ul style="list-style-type: none"> • Recruitment & Selection: This section of the exam measures the skills of Talent Acquisition Specialists and covers methods for sourcing, screening, and selecting candidates. It includes job analysis, interview techniques, legal considerations, and ensuring fair and effective hiring decisions that align with organizational needs.
Topic 9	<ul style="list-style-type: none"> • Training & Development: This section of the exam measures the skills of Learning and Development Managers and focuses on employee training, skill development, and performance improvement. It includes designing training programs, conducting needs assessments, evaluating learning outcomes, and supporting career development initiatives.

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HRPA CHRP Knowledge Exam Sample Questions (Q114-Q119):

NEW QUESTION # 114

Which of the following combinations best indicates whether a work environment will support an effective training program?

- A. Organizational climate and learning culture
- B. Organizational climate and pre-training intervention
- **C. Training transfer climate and a continuous learning culture**
- D. Training transfer climate and pre-training intervention

Answer: C

Explanation:

The HRPA Professional Competency Framework emphasizes that effective L&D requires conditions that enable transfer of training and sustain continuous learning. A positive training transfer climate (manager support, peer support, opportunities to apply learning, reinforcement) directly affects whether learned skills are used on the job. A continuous learning culture embeds learning in daily work, supporting ongoing application and improvement. Together, these indicate whether the environment will actually support and sustain training effectiveness.

Pre-training interventions (B, D) and generic notions of organizational climate (C) may help, but they are narrower or less targeted indicators than the combined presence of a transfer climate and a continuous learning culture, which the HRPA framework highlights in its L&D effectiveness and evaluation competencies.

Reference (HRPA):

Professional Competency Framework: Learning & Development domain (designing conditions for learning transfer; fostering a culture of continuous learning).

HRPA Study Guide: Transfer of training, managerial support, and learning culture as determinants of L&D impact.

NEW QUESTION # 115

Which of the following is an example of formal learning?

- A. Ad hoc problem-solving
- B. Asking co-workers for help with an ongoing daily task
- **C. Structured on-the-job programs**
- D. Searching for expert knowledge on the Internet

Answer: C

Explanation:

The HRPA Learning and Development taxonomy distinguishes formal learning (planned objectives, structured content, defined roles, and assessment) from informal learning (spontaneous, self-directed, social). Structured on-the-job programs (e.g., planned rotations, apprenticeships, or SOP-based training with coaching and evaluation) meet formal criteria. Ad hoc problem-solving, internet searching, and casual peer assistance (A, B, D) are informal.

Reference (HRPA): Professional Competency Framework-Learning and Development (design and delivery of formal learning, on-the-job training structures); HRPA Study Guide-formal vs. informal learning definitions and examples.

NEW QUESTION # 116

Which of the following is the greatest challenge for HR professionals when measuring employee productivity?

- **A. Determining the most relevant indicators**
- B. Measuring the advocacy behaviour of employees
- C. Maintaining a strong locus of control
- D. Creating a suitable contingency anchor

Answer: A

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), measuring employee productivity is essential for evaluating workforce efficiency and organizational performance. However, the greatest challenge lies in identifying appropriate, reliable, and measurable productivity indicators that reflect the diversity of job roles and outputs.

Extract:

"HR professionals identify and apply relevant performance indicators to measure productivity, recognizing that selecting valid and reliable metrics is a key challenge in evaluating workforce effectiveness." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Measure and Improve Organizational Performance) Why Option A is correct:

Productivity metrics vary widely across roles and industries.

Selecting the most relevant and measurable indicators that capture both quality and quantity of output is the hardest part.

Why other options are incorrect:

B: "Contingency anchor" is not an HR measurement concept.

C: Advocacy behavior relates to engagement, not direct productivity measurement.

D: "Locus of control" is a psychological trait, not a measurement challenge.

Therefore, A. Determining the most relevant indicators is correct, as it captures the central analytical difficulty HR faces in productivity assessment.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Performance and Productivity Measurement

NEW QUESTION # 117

The HR scorecard primarily helps an organization to do what?

- A. Assess the profitability of individual business units.
- **B. Link human capital metrics with business strategy and performance.**
- C. Track the number of employees joining and leaving the organization each month.
- D. Evaluate the effectiveness of the organization's internal training programs.

Answer: B

Explanation:

HRPA positions the HR (or human capital) scorecard as a strategy-aligned measurement system that links HR deliverables and workforce capabilities to organizational strategy and performance outcomes. While turnover counts (A) and training evaluations (D) can be components, the distinguishing purpose of the HR scorecard is strategic alignment-translating strategy into HR metrics and demonstrating HR's impact on business results. Profitability by business unit (B) is a finance/controllership analysis rather than the HR scorecard's core function.

Relevant HRPAs references (no external links):

HRPA Study Guide - HR Metrics, Analytics, and the HR Scorecard: aligning HR measures with strategy and outcomes.

HRPA Competency Framework - Reporting & Financial Management: using metrics to demonstrate HR's contribution to organizational performance.

NEW QUESTION # 118

Which of the following activities can identify new safety hazards and ensure hazard controls are functioning effectively?

- A. Re-engineering
- B. Substitution
- **C. Auditing**
- D. Training

Answer: C

Explanation:

Within the Health, Wellness, and Safe Workplace domain of the HRPAs Professional Competency Framework, Competency C144 outlines that HR professionals are expected to "contribute to the evaluation of organizational health and safety programs and policies to ensure compliance and effectiveness." One of the key tools used to evaluate and verify the effectiveness of workplace safety programs is auditing.

Auditing involves a systematic review of workplace operations, policies, and hazard control mechanisms to:

Identify new or emerging safety hazards,

Evaluate whether existing hazard controls are working effectively, and

Ensure compliance with occupational health and safety legislation, including the Ontario Occupational Health and Safety Act (OHSA).

Audits are proactive in nature and serve as a critical part of continuous improvement within a workplace's health and safety management system. Through internal or external safety audits, organizations can determine whether control measures such as personal protective equipment (PPE), training programs, or engineering controls are adequately mitigating risks.

By contrast:

Re-engineering (Option A) refers to redesigning processes or work environments and may reduce hazards but does not primarily evaluate hazard controls.

Training (Option C) helps workers understand hazards and procedures but is not an evaluation tool for existing controls.

Substitution (Option D) is a hazard control strategy where a less hazardous material or process replaces a more dangerous one; again, it's a control measure, not an evaluative process.

Relevant Framework Reference:

HRPA Professional Competency Framework - Competency C144 (Health, Wellness, and Safe Workplace) Ontario Occupational Health and Safety Act - Due Diligence and Program Evaluation Requirements HRPAs Study Guide - Health and Safety Program

Evaluation and Auditing Content Auditing aligns with the due diligence requirement under OSHA and ensures that the employer is continuously monitoring and improving its safety systems to prevent incidents and legal liability.

NEW QUESTION # 119

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