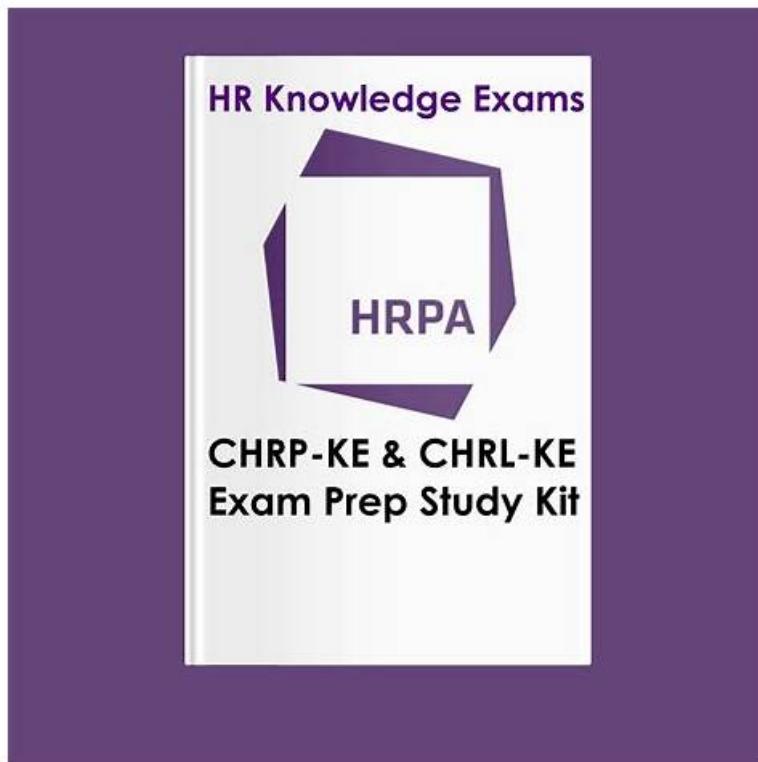


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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> Occupational Health & Safety
Topic 5	<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.

HRPA CHRP Knowledge Exam Sample Questions (Q119-Q124):

NEW QUESTION # 119

An organization has 20 separations during a month, with an average of 500 employees throughout the month. What was the organization's turnover rate?

- A. 25%
- B. 2%
- C. 4%**
- D. 96%

Answer: C

Explanation:

HRPA's metrics and analytics guidance defines employee turnover rate for a period as:

$(\text{Number of separations during the period} \div \text{Average number of employees during the period}) \times 100$.

Applying the formula: $20 \div 500 = 0.04$; $0.04 \times 100 = 4\%$.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Reporting and Financial Management (selection and calculation of HR metrics).

HRPA Study Guide - HR Metrics and Analytics (turnover rate definition and calculation).

NEW QUESTION # 120

An HR professional is monitoring trends and sourcing information about key indicators. Which of the following actions is most important?

- A. Identifying the signals associated with changes and patterns in the environment
- B. Projecting the possible impact of trends on the organization**
- C. Creating systematic methods to collect data and monitor publications
- D. Evaluating the credibility of the information

Answer: B

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Strategy) and the CHRP Knowledge Exam Blueprint, strategic HR professionals must demonstrate the ability to analyze and interpret external and internal trends to inform organizational strategy and decision-making.

While all options contribute to environmental scanning, the most critical strategic activity is projecting the possible impact of identified trends on the organization's operations, workforce, and goals.

Key framework guidance:

Environmental Scanning

Involves systematically monitoring external factors such as economic conditions, labour markets, demographics, and legislation.

Strategic Application

Extract:

"HR professionals assess and project the potential impact of external and internal trends on organizational strategy, ensuring proactive alignment of human capital priorities." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Analyze and Apply Environmental Trends) Supporting Actions Creating methods to collect data (Option B), evaluating credibility (Option C), and identifying signals of change (Option D) are foundational analytical steps, but projecting organizational impact (Option A) demonstrates strategic-level competency, which aligns with the CHRP-level expectations.

Therefore, A. Projecting the possible impact of trends on the organization is the most important action as it moves from analysis to strategic application - the hallmark of HR strategic capability per HRPA.

Verified Reference Summary (HRPA Frameworks and Study Materials):

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Strategic HR Planning and Environmental Analysis HRPA Professional Competency Descriptions - CHRP Level, Strategy Domain

NEW QUESTION # 121

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

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

Answer: D

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 # 122

Which of the following statements describes the organizational beliefs that are intended to govern employees' behaviour?

- A. Mission
- B. Vision
- C. Strategy
- D. Value

Answer: D

Explanation:

Within the Strategy and Organizational Effectiveness domains of the HRPA Professional Competency Framework, HR is expected to ensure that core organizational elements-mission (purpose), vision (desired future state), values (principles and beliefs that guide

behaviour), and strategy (choices and plans to achieve objectives)-are clearly defined and aligned. "Values" articulate the organization's beliefs and the expected standards of conduct; they are intended to guide and govern day-to-day employee behaviour and decision-making. Mission describes why the organization exists, vision describes where it aims to be, and strategy is the plan to get there; none of these substitute for the behavioural guidance provided by values.

NEW QUESTION # 123

Which of the following best describes a critical outcome of an effective HR workplan during organizational change?

- A. Decreased employee turnover
- B. Reduced workload for the HR department
- C. Improved financial performance
- D. Enhanced employee engagement

Answer: D

Explanation:

The HRPA Professional Competency Framework places maintaining and strengthening employee engagement at the centre of HR's role in change. Within the Organizational Effectiveness / Change Management competencies, HR is expected to plan and execute people-focused activities (communication, involvement, feedback loops, leadership alignment, and support mechanisms) that sustain commitment and engagement during transitions. Engagement is treated as a leading indicator that predicts downstream outcomes such as retention and performance.

Why not A, C, or D? Reduced turnover and improved financial performance are important but are lagging outcomes influenced by multiple external factors; they are not the primary or most immediate people outcome of an HR change workplan. "Reduced workload for HR" is not an organizational change objective.

Reference (HRPA):

Professional Competency Framework - Organizational Effectiveness (Change Management): HR plans and implements strategies that sustain employee commitment and engagement during change.

HRPA Study Guide - Change Management: engagement as a leading measure and critical outcome of HR-led change activities.

NEW QUESTION # 124

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