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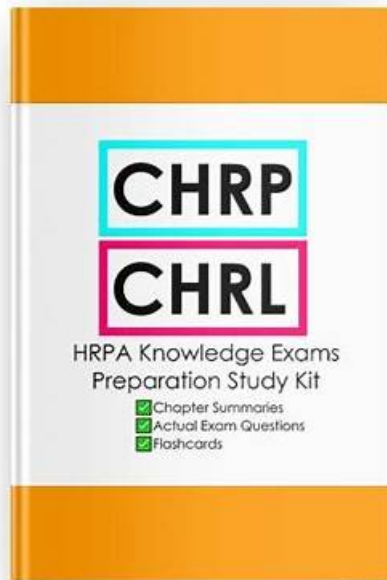
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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	• HR Management: This section of the exam measures the skills of HR Generalists and focuses on understanding the role and functions of human resources within an organization. It covers HR policies, strategic alignment of HR practices with business goals, and managing employee relations to ensure organizational effectiveness and compliance.
Topic 2	• 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 3	• 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	• Occupational Health & Safety

Topic 5	• 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.
Topic 6	• 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.

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HRPA CHRP Knowledge Exam Sample Questions (Q75-Q80):

NEW QUESTION # 75
The goals of a training evaluation are to determine the extent to which trainees have changed behaviour because of participating in a training program, and to evaluate ways to improve the program through qualitative feedback after the training. Which of the following training evaluation methods would best meet these objectives?

- A. Pilot testing and training evaluation.
- B. Training and formative evaluation.
- C. Formative and summative evaluation.
- D. Self-assessments and summative evaluation

Answer: C

Explanation:
HRPA's evaluation guidance distinguishes formative and summative evaluation:
Formative evaluation gathers qualitative and diagnostic feedback to improve the program's design and delivery (e.g., content clarity, methods, materials, transfer enablers).
Summative evaluation examines outcomes, including behaviour change on the job and results, after training is completed.
Using both ensures you can improve the program and verify behaviour change.
Options A and B mix terms but do not explicitly pair the improvement focus with outcome verification as clearly as the formative-plus-summative model.
Option C includes self-assessments (subjective) and may not reliably capture behaviour change.
Relevant HRPA references (no external links):
HRPA Study Guide - Training Evaluation: formative vs. summative; behaviour/transfer and results levels.
HRPA Competency Framework - Learning and Development: evaluate learning effectiveness and use feedback for continuous improvement.

NEW QUESTION # 76
A performance appraisal may include which of the following as part of the overall process to most effectively encourage and enhance employee learning and development?

- A. Feedback from the employee's manager, peers, direct reports, and/or internal or external customers or clients
- B. Evaluations of the employee's behaviours and skills from a selection of their subordinates
- C. Guidance for the manager and employee to discuss the employee's career and learning goals with a subsequent action plan

- D. Guidance for the manager and employee to discuss the employee's career goals, including aspirations for advancement, with a subsequent action plan

Answer: C

Explanation:
The HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness) defines performance management as a continuous process designed to align individual performance with organizational goals while supporting employee learning and development.
A key part of an effective performance appraisal process is a development-focused discussion that includes career and learning goals followed by a concrete action plan.
Extract:
"Performance management systems support learning and development by guiding discussions on employee goals and identifying developmental actions to enhance performance." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Manage Performance and Development Processes) Option Analysis:
A: Limited to subordinate feedback, not comprehensive.
B: Describes a 360-degree feedback process, which is one input, not the full developmental component.
C: Correct - explicitly integrates career and learning goals into performance discussions.
D: Focuses only on advancement aspirations, not overall learning.
Therefore, C. Guidance for the manager and employee to discuss the employee's career and learning goals with a subsequent action plan is correct.
Verified Reference Summary:
HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Performance Management and Development HRPA Exam Preparation Guide - Coaching and Performance Appraisal

NEW QUESTION # 77
What is the first thing an employer should do to minimize damage to morale when pay cuts are unavoidable?

- A. Seek employee input on ways to deal with the crisis
- B. Provide full information on the crisis and the rationale for the cuts
- C. Ensure the planned cuts are spread throughout the organization fairly
- D. Commit to providing future rewards when circumstances permit

Answer: B

Explanation:
HRPA emphasizes transparent communication as the immediate, foundational step in managing difficult total rewards changes. When reductions are unavoidable, leaders should first provide clear, complete information on the business situation and the rationale, demonstrating fairness, due process, and respect-critical to sustaining trust and morale. Equity in application (A), consultation for future options (C), and contingent commitments (D) are important, but they follow the primary step of forthright communication.
Reference (HRPA): Professional Competency Framework-Total Rewards (communication and change management for rewards); Strategy and Organizational Effectiveness (transparent leadership communication in change); HRPA Study Guide-reward change communications and employee relations considerations.

NEW QUESTION # 78
Which of the following statements about HR Information System architecture is correct?

- A. Single-tier architecture decentralizes application processing across multiple servers
- B. Cloud computing requires significant upfront capital investment for hardware and software purchases
- C. Client-server (2-tier) architecture allows all HR functions to be processed on personal computers
- D. Three-tier architecture separates the user interface, application processing, and data storage into distinct layers

Answer: D

Explanation:
The HRPA Human Resources Competency Framework (Functional Domain: Reporting and Financial Management) includes knowledge of HR technology infrastructure and data systems that support HR decision-making and compliance. Understanding system architecture is essential for HR professionals involved in selecting or managing HR Information Systems (HRIS).
Key architectural models include:

Single-Tier Architecture
All functions (user interface, application logic, and data storage) are contained in a single system (often a standalone personal computer).
Not scalable or efficient for enterprise HR operations.
Client-Server (Two-Tier) Architecture
Divides processing between client (user interface) and server (database management).
Some business logic may exist on the client side, limiting performance scalability.
Extract:
"Two-tier client-server architectures distribute processing between client and server but maintain application logic on the client side." (HRPA Framework - Reporting and Financial Management, Technology and Data Management Knowledge Area) Three-Tier Architecture Separates the system into three layers:
Presentation layer - user interface
Application layer - business logic or processing
Data layer - database or storage
This design enhances scalability, security, and performance, and is foundational to modern HRIS systems.
Extract:
"Three-tier architecture separates user interface, business logic, and data storage layers, enabling efficient and secure HR information management." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level) Cloud Computing Involves delivering HR applications over the internet (Software-as-a-Service), reducing upfront infrastructure costs.
Extract:
"Cloud-based HRIS solutions minimize capital investment and allow scalable, on-demand access." (HRPA Framework - HR Technology and Analytics Knowledge Area) Therefore, A. Three-tier architecture separates the user interface, application processing, and data storage into distinct layers is the correct and technically accurate answer per HRPA's competency framework and study guidance.
Verified Reference Summary (HRPA Frameworks and Study Materials):
HRPA Human Resources Competency Framework - Functional Domain: Reporting and Financial Management CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - HR Information Systems Section HRPA Professional Competency Descriptions - CHRP Level, Technology and Analytics

NEW QUESTION # 79
An employee who increases their smoking, use of alcohol, or reliance on psychotherapeutic drugs during periods of increased stress is most likely showing which type of strain?

- A. Psychological
- B. Behavioural
- C. Physical
- D. Organizational

Answer: B

Explanation:
In HRPA's Health, Wellness, and Safe Workplace content on occupational stress, strain reactions are grouped as psychological (e.g., anxiety, depression), physical/physiological (e.g., headaches, hypertension), and behavioural (e.g., increased smoking, alcohol/drug use, absenteeism). Substance use as a coping response is expressly identified as a behavioural strain indicator.
Relevant HRPA references (no external links):
HRPA Study Guide - Occupational Stress and Strain: behavioural, psychological, and physiological strain categories.
HRPA Competency Framework - Health, Safety & Wellness: "identify and address factors contributing to stress and unhealthy coping behaviours."

NEW QUESTION # 80
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