

Exam Questions for HSPA CHRP-KE in PDF Format



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HSPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none">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 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"> • 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	<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.

HRPA CHRP Knowledge Exam Sample Questions (Q45-Q50):

NEW QUESTION # 45

Which of the following is the most immediate challenge an organization faces as a result of high employee turnover?

- A. Decreased productivity
- B. Reduced employee morale
- C. Loss of institutional knowledge
- D. Disruption of team dynamics

Answer: A

Explanation:

The HRPA Professional Competency Framework expects HR to track and interpret workforce metrics (including turnover) for operational impact. High, unplanned turnover creates immediate capacity gaps-vacant roles, onboarding lags, and rework-that directly and immediately reduce output, service levels, and cycle times, i.e., decreased productivity.

While reduced morale (A), disrupted team dynamics (B), and loss of institutional knowledge (C) are real and often significant consequences, they typically materialize and compound over time. The first and most immediate operational impact HR should flag and mitigate in workforce planning is the drop in productivity stemming from coverage gaps and decreased efficiency.

Reference (HRPA):

Professional Competency Framework: Workforce Planning and Talent Management (analyzing turnover and capacity; mitigating operational risk from staffing gaps).

HRPA Study Guide: Turnover metrics, vacancy impacts, and productivity implications in workforce planning.

NEW QUESTION # 46

Which of the following creates a list of important duties and job responsibilities performed by jobholders that lead to job success?

- A. Functional job analysis
- B. The position analysis method
- C. Task inventory analysis
- D. The critical incident method

Answer: C

Explanation:

Within the Workforce Planning and Talent Management domain, HRPA's guidance on job analysis describes task (or job) inventory analysis as a systematic technique in which jobholders and/or subject-matter experts generate a comprehensive list of tasks/duties and responsibilities, which are then rated for frequency, importance, and criticality to job success. This produces the foundational content for job descriptions, selection criteria, training, and evaluation.

By contrast, the critical incident method captures examples of exceptionally effective or ineffective behaviours (not a full task list). Functional Job Analysis focuses on detailed task statements and levels of interaction with data, people, and things, emphasizing rating dimensions rather than simply producing a prioritized list. "Position analysis method" is a generic label and does not, on its own, denote the structured task listing central to task inventories.

Relevant HRP A references: HRP A Professional Competency Framework - Workforce Planning and Talent Management (job analysis techniques, task inventories for defining job content); HRP A Study Guide - Job Analysis and Design (task lists rated by importance/criticality to inform HR systems).

NEW QUESTION # 47

Which factor is generally the most difficult to justify when making an HR Information System investment decision?

- A. Detaching the investment cost from previous project cost issues
- B. Demonstrating ways to manage operational and legal risks
- C. Balancing the investment's benefit-cost analysis
- D. Showing improvement in the organization's effectiveness

Answer: D

Explanation:

In the HRP A Human Resources Competency Framework (Functional Domain: Reporting and Financial Management), HR professionals are expected to assess, justify, and manage investments in HR technology systems (HRIS).

While cost-benefit analysis and risk management are quantifiable, demonstrating improvement in overall organizational effectiveness is the most difficult justification, because it involves indirect and long-term impacts (e.g., employee satisfaction, process efficiency, and decision-making quality).

Extract:

"The greatest challenge in HR technology investment decisions lies in quantifying the strategic and organizational effectiveness gains resulting from system implementation." (HRP A Competency Framework - Reporting and Financial Management, CHRP Level, Key Competency: Evaluate and Implement HR Information Systems) Therefore, D. Showing improvement in the organization's effectiveness is correct, as it is complex to measure and justify financially compared to direct cost or risk-related factors.

Verified Reference Summary:

HRP A Human Resources Competency Framework - Reporting and Financial Management CHRP Knowledge Exam Blueprint - HR Technology and Systems HRP A Exam Preparation Guide - HRIS Cost-Benefit and Value Assessment

NEW QUESTION # 48

Which of the following describes a mechanism to increase employee engagement by sharing the organization's earnings at the end of the year?

- A. Production bonuses
- B. Profit-sharing plan
- C. Stock option plan
- D. Gain-sharing plan

Answer: B

Explanation:

HRP A's Total Rewards guidance differentiates shared-success plans by what is being shared. Profit-sharing distributes a portion of the organization's profits/earnings, often on an annual basis, to employees-explicitly connecting employee contribution to year-end organizational results and thereby supporting engagement.

Production bonuses reward output levels, not earnings.

Stock options provide a right to purchase shares and are tied to market value appreciation, not necessarily current-year earnings distribution.

Gain-sharing shares productivity or cost-saving gains (unit/department level), not overall profits.

Reference (HRP A):

Professional Competency Framework - Total Rewards: distinguishing profit-sharing from gain-sharing and output bonuses.

HRP A Study Guide - Variable Pay: definitions and purposes of profit-sharing versus gain-sharing.

NEW QUESTION # 49

Which of the following is true when comparing direct and systemic discrimination?

- A. Direct discrimination is harder to prove and harder to remedy than systemic discrimination
- B. Direct discrimination is easier to prove but harder to remedy than systemic discrimination

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