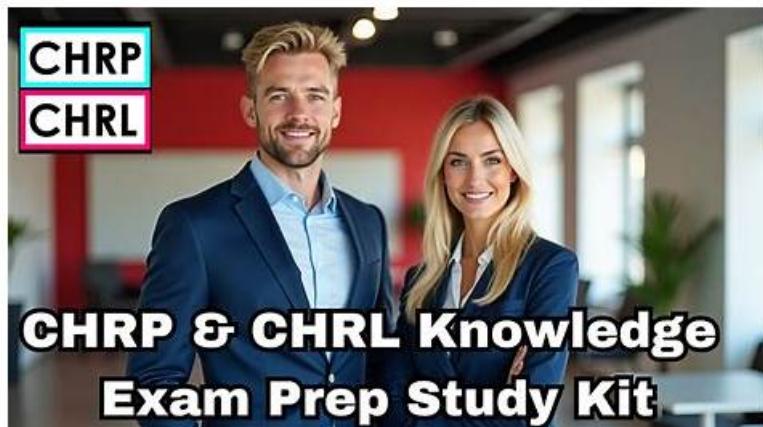


# Reliable HRPA CHRP-KE Test Materials | Reliable CHRP-KE Test Practice



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## HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Labour Relations</li><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Finance &amp; 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• Recruitment &amp; 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• 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.</li></ul>

## 2026 High Hit-Rate Reliable CHRP-KE Test Materials | 100% Free Reliable CHRP Knowledge Exam Test Practice

The web-based HRPA CHRP-KE practice exam is compatible with all browsers like Chrome, Mozilla Firefox, MS Edge, Internet Explorer, Safari, Opera, and more. Unlike the desktop version, it requires an internet connection. The CHRP Knowledge Exam (CHRP-KE) practice exam will ask real CHRP Knowledge Exam (CHRP-KE) exam questions. Consistent practice with it relieves exam stress and boosts self-confidence. The web-based CHRP Knowledge Exam (CHRP-KE) practice exam does not require additional software installation. All operating systems also support this CHRP Knowledge Exam (CHRP-KE) practice test.

### HRPA CHRP Knowledge Exam Sample Questions (Q148-Q153):

#### NEW QUESTION # 148

What is the purpose of the National Standard for Psychological Health and Safety in the Workplace?

- A. To create awareness of workplace stressors
- B. To provide organizations with tools to improve psychological health and safety
- C. To require large employers to have an employee and family assistance program
- D. To mandate legislation to address employee psychological health and safety

#### Answer: B

Explanation:

The HRPA competency area for Health, Wellness, and Safe Workplace expects HR to implement recognized standards and practices that support psychological health. The National Standard for Psychological Health and Safety in the Workplace (CSA Z1003 / MHCC) is a voluntary framework that offers policies, procedures, and implementation tools to systematically identify, assess, and control psychosocial hazards and to promote a psychologically healthy and safe workplace.

It goes beyond simple awareness (A) by providing structured implementation guidance.

It does not mandate EFAPs (B) nor create legislative obligations (D); rather, it guides organizations to build comprehensive psychological H&S programs consistent with due diligence and continuous improvement.

Relevant Framework Reference (HRPA):

Professional Competency Framework: competencies on implementing health and safety programs, including psychological health and safety practices.

HRPA Study Guide: overview of the National Standard (voluntary nature; framework, tools, and guidance for organizational implementation).

#### NEW QUESTION # 149

In which type of interview does the interviewer ask a series of job-related questions that focus on relevant past actions?

- A. Mixed (semi-structured)
- B. Behavioural
- C. Situational
- D. Unstructured

#### Answer: B

Explanation:

The HRPA selection competencies distinguish among interview types. Behavioural interviews use structured, job-related questions that probe what candidates did in specific past situations, based on the premise that past behaviour predicts future performance.

Situational interviews (B) ask how a candidate would act in a hypothetical future scenario; mixed (A) blends formats; unstructured (D) lacks consistency and reduces reliability.

#### NEW QUESTION # 150

Which type of private pension plan should an organization offer if it needs a simple plan that minimizes the organization's financial risk?

- A. Defined benefit plan
- B. Canada Pension Plan
- C. Registered Retirement Savings Plan

- D. Defined contribution plan

**Answer: D**

Explanation:

HRPA's Total Rewards guidance explains that in a defined contribution (DC) plan, the employer's obligation is limited to a specified contribution, and investment/return risk rests with the member, which minimizes the organization's financial risk and makes administration comparatively simpler than a defined benefit plan. A DB plan (C) places funding and longevity/investment risk on the employer. RRSPs (A) are savings vehicles (often offered as group RRSPs) but are not registered pension plans; CPP (D) is a public statutory plan, not an employer private pension plan.

Relevant Framework Reference: HRPA Professional Competency Framework - Total Rewards (design and governance of retirement programs; risk and cost implications of DC vs. DB); HRPA Study Guide - Retirement and Savings Plans (employer risk profiles and administrative simplicity of DC plans).

**NEW QUESTION # 151**

What are "blind" job ads?

- A. Ads that promote walk-in drop-off of resumes and CVs.
- B. Ads that do not identify the organization hiring
- C. Ads that include Braille or audio components.
- D. Ads that do not disclose compensation ranges for the position.

**Answer: B**

Explanation:

Recruitment guidance in the HRPA Study Guide describes blind advertisements as postings that omit the employer's identity (often using a box number or recruiter contact) to preserve confidentiality during sourcing. Lack of salary disclosure (A), accessible format (C), or application method (D) do not define a blind ad.

Relevant HRPA Reference: HRPA Study Guide - Recruitment and Sourcing (job advertisement types, including blind/boxed ads).

**NEW QUESTION # 152**

Use of safety awareness programs, preventive maintenance, and the development of policies and training modules for unique situations such as confined space entry are examples of which form of risk control?

- A. Administrative
- B. Elimination
- C. Engineering
- D. Substitution

**Answer: A**

Explanation:

The HRPA Professional Competency Framework (Health, Wellness, and Safe Workplace) requires HR to apply the hierarchy of controls when managing Occupational Health & Safety risks. Administrative controls include policies and procedures, training and awareness programs, safe work practices, and preventive maintenance schedules-all aimed at reducing exposure by managing how work is performed.

Why not B, C, or D? Elimination and Substitution remove or replace the hazard, while Engineering controls isolate people from the hazard through physical design changes (e.g., guards, ventilation). The examples given (awareness programs, maintenance, policies, training) are classic administrative measures.

Reference (HRPA):

Professional Competency Framework - Health, Wellness, and Safe Workplace: apply the hierarchy of controls and implement administrative controls (procedures, training, maintenance).

HRPA Study Guide - Occupational Health & Safety: administrative controls include policies, training, safe-work procedures, and preventive maintenance.

**NEW QUESTION # 153**

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