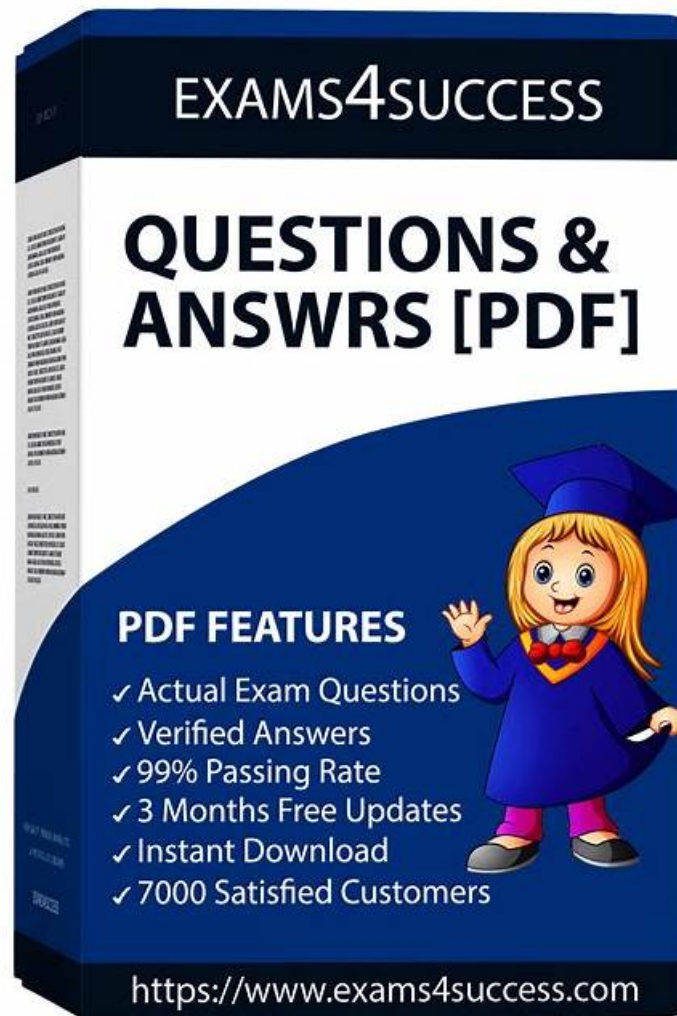


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HRPA CHRP-KE Exam Syllabus Topics:

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"> • 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 4	<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 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.

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HRPA CHRP Knowledge Exam Sample Questions (Q156-Q161):

NEW QUESTION # 156

Which of the following is a compensation cost indicator?

- A. Number of errors relative to on-time delivery.
- B. Voluntary and involuntary turnover rates.
- C. Number of days absent from work.
- **D. Average employee earnings as a percentage of revenue.**

Answer: D

Explanation:

Within HRPA's Reporting and Financial Management competencies, HR is expected to track and report cost-focused metrics that link people expenses to organizational results. Average employee earnings as a percentage of revenue is a classic compensation cost indicator (also referred to as compensation-to-revenue or payroll-to-revenue ratio). By contrast, turnover (B) is a talent/retention indicator, absenteeism (C) is an attendance/health metric, and errors/on-time delivery (D) are operational quality/timeliness indicators. Relevant Framework Reference: HRPA Professional Competency Framework - Reporting & Financial Management (develop and interpret cost metrics, including compensation cost ratios); HRPA Study Guide - HR Metrics and Analytics (cost efficiency indicators such as payroll-to-revenue).

NEW QUESTION # 157

A training department wants to demonstrate to the executive team that a training program had a direct impact on meeting organizational goals. As part of its training evaluation process, the department should collect data that assesses which of the following?

- A. The trainees' confidence level in performing the new skill
- B. The trainees' opinion of the support they received from their supervisor when applying their newly acquired skill in the workplace
- **C. How long it took the trainees to apply what they learned in their workplace settings**
- D. The trainer's performance during the training session

Answer: C

Explanation:

The HRPA Study Guide situates evaluation within a results-focused model (commonly framed in practice through reaction, learning, behaviour/transfer, and results). To show direct impact on organizational goals, data must at least evidence behavioural transfer (i.e., that learning is being applied on the job) and connect to operational metrics. Of the options given, measuring how long it took trainees to apply what they learned on the job captures a concrete transfer metric that can be linked to time-to-productivity, cycle time, error rates, or other organizational performance indicators-allowing the training function to argue causation or contribution to goals.

By contrast, confidence (B) and trainer performance (C) are reaction/learning indicators, and perceived supervisor support (D) is a transfer enabler rather than evidence of impact. HRPA competencies emphasize using post-training performance and transfer measures to demonstrate value and alignment with organizational outcomes.

NEW QUESTION # 158

At which step of the HR development planning process is an organization responsible for identifying, in collaboration with the employee, resources that are needed for the employee to reach their goals?

- **A. Action planning**
- B. Reality check
- C. Goal-setting
- D. Self-assessment

Answer: A

Explanation:

HRPA's Learning and Development process model sets out an integrated sequence: self-assessment → reality check → goal-setting → action planning. In action planning, the employee and organization specify the concrete steps, supports, and resources (e.g., courses, coaching, stretch assignments, time, budget) required to achieve agreed development goals, along with timelines and accountabilities.

Self-assessment identifies interests/strengths.

Reality check confirms organizational opportunities/constraints.

Goal-setting defines targets; it does not operationalize resources.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Learning and Development (planning and evaluation of development activities).

HRPA Study Guide - Career Development Planning (four-step model and the purpose of action planning).

NEW QUESTION # 159

Which of the following is an example of a developmental decision based on the results of an employee's performance appraisal?

- A. Demoting an employee
- **B. Giving an employee more training**
- C. Promoting an employee
- D. Giving an employee a pay increase

Answer: B

Explanation:

HRPA differentiates administrative appraisal outcomes (e.g., promotion, pay, discipline) from developmental outcomes (e.g., training, coaching, development plans). Assigning more training directly addresses skill gaps identified in the appraisal and is a classic developmental decision.

NEW QUESTION # 160

Which of the following is most likely required when an employee change of address is made in a non-relational database?

- A. In-house and third-party deletions of the old information
- B. A single change of address field within the system
- **C. Multiple change of address fields within the system**
- D. Third-party assistance to complete the change of address

Answer: C

Explanation:

According to the HRP Human Resources Competency Framework (Functional Domain: Reporting and Financial Management), HR professionals must understand how HR information systems store and manage employee data.

In non-relational databases, data is not stored in interconnected tables. Instead, data may be duplicated across multiple files or systems. Therefore, when an employee's address changes, the update must be made in multiple fields or locations to ensure consistency.

Extract:

"Non-relational databases often require manual updates across multiple records or fields because data redundancy prevents automatic synchronization." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level, Knowledge Area: HR Information Systems and Data Management) Option Analysis:

A: Correct - non-relational systems often have multiple instances of the same data.

B: Applies to relational databases with integrated data structures.

C: Deletions are not standard procedure for data updates.

D: Third-party help is unnecessary unless the database is outsourced.

Therefore, A. Multiple change of address fields within the system is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Reporting and Financial Management CHRP Knowledge Exam Blueprint - HRIS Data Management HRP Exam Preparation Guide - Database Types and Data Integrity

NEW QUESTION # 161

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