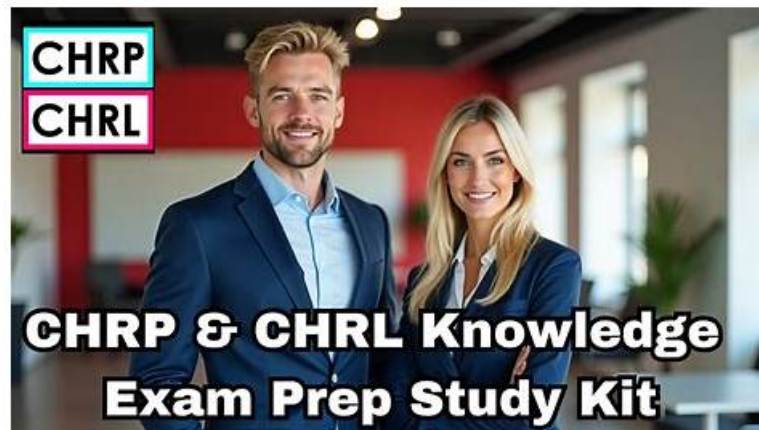


Actual HRPA CHRP-KE Exam Questions–Key To Success



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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 5	<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 6	<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.
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HRPA CHRP Knowledge Exam Sample Questions (Q35-Q40):

NEW QUESTION # 35

An organization is selecting a training evaluation method. The most important factors for consideration are low cost and low time commitment. Moderate validity is required. Which of the following evaluation designs is the best fit?

- A. Solomon Four Group
- B. Time series
- **C. Pretest/post-test**
- D. Post-test

Answer: C

Explanation:

HRPA's Learning and Development guidance positions evaluation designs along a rigor-cost/time continuum.

Post-test only (B) is lowest cost/time but offers low validity because there is no baseline for comparison.

Solomon Four Group (C) provides the highest validity but is resource-intensive (multiple groups and measures).

Time series (A) requires repeated measures and more time/analysis.

Pretest/post-test (D) balances practicality and rigor by establishing a baseline and follow-up with manageable cost/time, delivering moderate validity appropriate for the stated constraints.

Relevant HRPA references: Learning and Development-evaluation strategies; matching evaluation design to resource constraints and required validity.

NEW QUESTION # 36

What is the key reason for ensuring that performance appraisal tools are valid?

- **A. To ensure they are legally defensible.**
- B. To determine compensation rates.
- C. To ensure that managers accept the results
- D. To ensure that employees accept the results

Answer: A

Explanation:

HRPA standards stress that all employment practices-especially performance assessment-must be job-related, reliable, and valid to meet professional and legal requirements. Valid tools evaluate bona fide performance criteria linked to the role, which is critical for legal defensibility under employment and human rights legislation. While employee or manager acceptance (A/D) and compensation linkages (B) are important, they are secondary to ensuring that tools can withstand scrutiny for bias, fairness, and relevance-the central rationale for insisting on validity in appraisal instruments.

Relevant HRPA references: Professional Practice and Organizational Effectiveness-defensible HR processes; use of validated, job-related criteria in performance management.

NEW QUESTION # 37

Which of the following statements best describes the training evaluation process?

- A. It focuses on subjective measures gathered at the end of the training session
- **B. It is a continuum of techniques, methods, and measures**
- C. It is a subjective and objective measure used before implementation of training
- D. It focuses on information gathered at the midpoint of a training session

Answer: B

Explanation:

HRPA's Learning and Development coverage describes training evaluation as a continuous process that uses multiple methods (formative and summative) and multiple measures (reaction, learning, behaviour, and results/impact). Evaluation spans needs analysis (baseline), in-program feedback, post-training assessments, transfer-to-work measures, and organizational impact/ROI, i.e., a continuum of techniques, methods, and measures rather than a single point-in-time check.

Options A, C, and D each narrow evaluation to one moment or one type of evidence; the HRPA view is broader and continuous.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Learning and Development (design, delivery, and evaluation; formative and summative evaluation).

HRPA Study Guide - Training Evaluation (multi-level, continuous evaluation models and measures).

NEW QUESTION # 38

Which of the following types of training would best convey an organization's values and decision-making policies and thus optimize organizational effectiveness?

- **A. Ethics training**
- B. Cross-cultural training
- C. Diversity training
- D. Racial harassment training

Answer: A

Explanation:

Within the Learning and Development and Professional Practice domains of the HRPA Competency Framework, HR is expected to design and deliver learning that "aligns with organizational values, policy requirements, and decision-making standards" and that "builds ethical awareness, judgement, and conduct consistent with the organization's code and policies." Ethics training explicitly teaches the organization's values, standards of conduct, and policy-based decision rules, which is why it is the direct vehicle to communicate how choices should be made in the workplace.

By comparison, diversity or cross-cultural training (A and B) build awareness and interpersonal competence, and racial harassment training (D) focuses on legal compliance and prevention; all are important, but ethics training most directly embeds the organization's values and decision-making expectations, thereby supporting organizational effectiveness.

Relevant HRPA references: Professional Competency Framework - Learning & Development (align learning to values and policies; develop ethical decision-making capabilities); Professional Practice (apply and reinforce codes, policies, and ethical standards through training).

NEW QUESTION # 39

Which ethical value described in HRPA's Code of Ethics and Rules of Professional Conduct is an HR professional focused on when they promote and create opportunities to ensure inclusion for everyone in the workplace?

- A. Respect
- B. Professionalism
- C. Trustworthiness
- **D. Equity and fairness**

Answer: D

Explanation:

The HRPA Code of Ethics and Rules of Professional Conduct sets out core values guiding HR practice. In promoting inclusion and

creating opportunities so that everyone can participate and succeed, the HR professional is acting under the value of Equity and Fairness, which calls for impartial treatment, removal of systemic barriers, and decisions that advance inclusive access to opportunities, development, and advancement.

Respect emphasizes dignity, civility, and privacy in interactions.

Trustworthiness emphasizes honesty, candour, and integrity.

Professionalism refers to competence, due care, and adherence to professional standards.

While all apply, ensuring inclusion through equitable access most directly aligns with Equity and Fairness.

Reference (HRPA):

HRPA Code of Ethics and Rules of Professional Conduct - Values: Equity and Fairness (commitment to impartiality and inclusive opportunity).

HRPA Study Guide - Professional Practice and Ethics: applying equity principles to inclusive workplace practices.

NEW QUESTION # 40

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