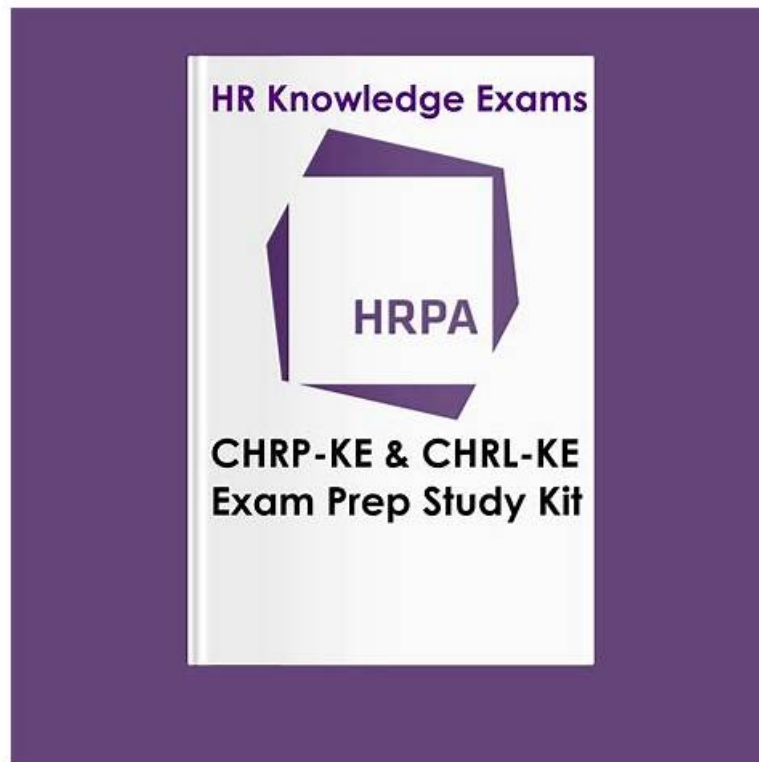


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很多人都認為要通過一些高難度的CHRP-KE認證考試是需要精通很多HRPA專業知識。只有掌握很全面的HRPA知識的人才會有資格去報名參加的考試。其實現在有很多方法可以幫你彌補你的知識不足的，一樣能通過CHRP-KE認證考試，也許比那些專業知識相當全面的人花的時間和精力更少，正所謂條條大路通羅馬。

HRPA CHRP-KE認證考試在競爭激烈的IT行業中越來越受歡迎，報名參加考試的人越來越多。但是它的難度並沒有減小，依然很難通過考試，畢竟這是個權威的檢驗電腦專業知識和資訊技術能力的考試。一般人為了通過HRPA CHRP-KE 認證考試都需要花費大量的時間和精力來復習備考。

>> CHRP-KE考試資料 <<

CHRP-KE在線考題，CHRP-KE認證考試解析

HRPA的CHRP-KE考試是IT行業之中既流行也非常重要的一個考試，我們準備了最優質的學習指南和最佳的線上服務，特為IT專業人士提供捷徑，TestpdfHRPA的CHRP-KE考題涵蓋了所有你需要知道的考試內容和答案，如果你通過我們Testpdf的考題模擬，你就知道這才是你千方百計想得到的東西，並且認為這樣才真的是為考試做準備的

最新的 Certified Human Resources Professional CHRP-KE 免費考試真題 (Q117-Q122):

問題 #117

A small startup organization is contending with a crisis. The HR professional has advised the managers to connect with their employees to tell them about the volatile situation. Which form of communication is the most effective way to inform employees about the crisis?

- A. A face-to-face meeting with all staff that would cease operations for the duration of the meeting.

- B. An all-staff email that provides detailed information about the crisis but allows employees to continue working
- C. An online speech that employees could listen to while they continue to work.
- D. An all-staff voicemail that delivers detailed information about the crisis that employees can listen to after work hours

答案： A

解題說明：

HRPA's change and communication guidance emphasizes that in high-stakes or sensitive situations, organizations should prioritize direct, synchronous, two-way communication that enables clarity, leader presence, and Q&A. A face-to-face all-staff meeting best supports accuracy, alignment, and immediate feedback during a crisis; one-way or asynchronous channels (email, voicemail, passive online broadcasts) are less effective for urgent, emotionally charged messages.

問題 #118

What is the term for an individual's interpretation of the potential for harm based on values, beliefs, and experience with a hazard?

- A. Risk assessment
- B. Risk propensity
- C. Risk aversion
- D. Risk perception

答案： D

解題說明：

Within the Health, Wellness, and Safe Workplace domain of the HRP Professional Competency Framework, HR professionals are expected to understand factors that influence how employees recognize and respond to hazards. Risk perception refers to an individual's subjective interpretation of potential harm influenced by their values, beliefs, prior experiences, and understanding of the hazard. This affects safety behaviours and the acceptance of controls. By contrast, risk aversion (a preference to avoid risk), risk assessment (a systematic process to evaluate likelihood and severity), and risk propensity (a general tendency to take risks) are distinct constructs.

Relevant Framework Reference (HRPA): Health, Wellness, and Safe Workplace-hazard recognition, psychosocial factors, and worker perception; due diligence in safety communication and training (HRPA Professional Competency Framework; HRP Study Guide-OHS risk concepts and behavioural influences).

問題 #119

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

答案： A

解題說明：

The HRP 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. HRP competencies emphasize using post-training performance and transfer measures to demonstrate value and alignment with organizational outcomes.

問題 #120

An organization has 20 separations during a month, with an average of 500 employees throughout the month. What was the organization's turnover rate?

- A. 25%
- B. 96%
- C. 2%
- **D. 4%**

答案： D

解題說明：

HRPA's metrics and analytics guidance defines employee turnover rate for a period as:

(Number of separations during the period ÷ Average number of employees during the period) × 100.

Applying the formula: $20 \div 500 = 0.04$; $0.04 \times 100 = 4\%$.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Reporting and Financial Management (selection and calculation of HR metrics).

HRPA Study Guide - HR Metrics and Analytics (turnover rate definition and calculation).

問題 #121

Which of the following statements about HR Information System architecture is correct?

- A. Cloud computing requires significant upfront capital investment for hardware and software purchases
- B. Single-tier architecture decentralizes application processing across multiple servers
- 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**

答案： D

解題說明：

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

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