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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>• <b>Compensation:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Recruitment &amp; Selection:</b> 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>• <b>Training &amp; Development:</b> 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Finance &amp; Accounting:</b> 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 6	<ul style="list-style-type: none"> <li>• <b>HR Management:</b> 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>

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### **HRPA CHRP Knowledge Exam Sample Questions (Q118-Q123):**

#### **NEW QUESTION # 118**

What is an organization most likely to do when its demand for labour exceeds its supply?

- **A. Hire more employees**
- B. Lay off employees
- C. Implement a hiring freeze
- D. Allow for attrition

**Answer: A**

Explanation:

HRPA's workforce planning model directs HR to compare forecast labour demand with forecast labour supply and choose strategies accordingly. When demand exceeds supply (a shortage), typical responses include external recruiting, overtime, internal development/advancement, and other acquisition tactics-i.e., hiring more employees. Hiring freezes, layoffs, and attrition are approaches for surpluses (supply exceeds demand).

Relevant HRPA references: HRPA Professional Competency Framework - Workforce Planning and Talent Management (gap analysis and response options for shortages vs. surpluses); HRPA Study Guide - Forecasting and Staffing Strategies.

#### **NEW QUESTION # 119**

What is the primary goal of organizational development?

- **A. To enhance the effectiveness of the organization and the well-being of its members through planned systemic change**
- B. To implement changes in business processes to reduce costs and improve efficiency.
- C. To make structural changes, such as altering the chain of command, to enhance the speed of organizational response to changing market conditions
- D. To quickly respond to external changes in the market by adopting new technologies or business strategies.

**Answer: A**

Explanation:

Organizational Development (OD) is defined in HRP materials as a long-term, planned, systemic effort, grounded in behavioural science, aimed at improving organizational effectiveness and the well-being of its members. While OD may use structural adjustments (A) or process changes (B) as interventions, its primary aim is broader: culture, processes, and human systems are developed through planned change to enhance both organizational results and people outcomes. Option D captures responsiveness but not the developmental, system-wide, and people-centred focus central to OD.

Relevant HRP references (no external links): HRP Study Guide - Organizational Effectiveness: OD definitions and objectives; HRP Competency Framework - Leading planned change and culture development.

### NEW QUESTION # 120

The HR scorecard primarily helps an organization to do what?

- A. Evaluate the effectiveness of the organization's internal training programs.
- B. Assess the profitability of individual business units.
- **C. Link human capital metrics with business strategy and performance.**
- D. Track the number of employees joining and leaving the organization each month.

**Answer: C**

Explanation:

HRP positions the HR (or human capital) scorecard as a strategy-aligned measurement system that links HR deliverables and workforce capabilities to organizational strategy and performance outcomes. While turnover counts (A) and training evaluations (D) can be components, the distinguishing purpose of the HR scorecard is strategic alignment-translating strategy into HR metrics and demonstrating HR's impact on business results. Profitability by business unit (B) is a finance/controllership analysis rather than the HR scorecard's core function.

Relevant HRP references (no external links):

HRP Study Guide - HR Metrics, Analytics, and the HR Scorecard: aligning HR measures with strategy and outcomes.

HRP Competency Framework - Reporting & Financial Management: using metrics to demonstrate HR's contribution to organizational performance.

### NEW QUESTION # 121

Which of the following team-based interventions can effectively reduce the effects of social loafing?

- **A. Communicating clear individual accountability.**
- B. Using anonymous peer evaluations.
- C. Increasing the team's size.
- D. Conducting regular team-building activities.

**Answer: A**

Explanation:

Within the HRP Professional Competency Framework (Organizational Effectiveness), HR is expected to design team structures and practices that clarify roles, responsibilities, and performance expectations to improve collaboration and outcomes. Establishing clear individual accountability-explicit goals, role clarity, and measurable individual contributions within team objectives-reduces social loafing by making effort and results visible and attributable. Increasing team size (A) typically exacerbates diffusion of responsibility; anonymous peer evaluations (B) provide limited preventive effect; general team-building (D) can support cohesion but does not by itself ensure accountable contribution.

Relevant Framework Reference (HRP): Professional Competency Framework-Organizational Effectiveness (role clarity, performance accountability, team effectiveness); HRP Study Guide-team design, accountability mechanisms, and mitigation of

social loafing.

### NEW QUESTION # 122

To fill a vacancy, HR posts a job opening that includes the job description and a list of the most desirable characteristics of employees. Potential candidates who do not have the desired characteristics do not apply for the job. What does this represent?

- A. Self-selecting out
- B. False negative error
- C. False positive error
- D. Selection ratio of zero

**Answer: A**

Explanation:

According to the HRP Human Resources Competency Framework (Functional Domain: Workforce Planning and Talent Management), effective recruitment involves both attracting qualified candidates and allowing unqualified individuals to self-select out of the process.

Self-selection occurs when potential applicants decide not to apply because they perceive that they do not meet the required qualifications or personal characteristics for the role.

Extract:

"HR professionals design recruitment communication that both attracts qualified candidates and enables others to self-select out, ensuring an efficient and targeted applicant pool." (HRPA Competency Framework - Workforce Planning and Talent Management, CHRP Level, Key Competency: Design and Implement Recruitment Strategies) A (Selection ratio of zero): Refers to the proportion of hires to applicants, not candidate behaviour.

C (False positive error): Occurs when an unqualified candidate is incorrectly selected.

D (False negative error): Occurs when a qualified candidate is incorrectly rejected.

Therefore, B. Self-selecting out accurately describes the situation.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Workforce Planning and Talent Management CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRP Exam Preparation Guide - Recruitment and Selection

### NEW QUESTION # 123

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