

# CHRP-KE최신버전시험대비공부자료 - CHRP-KE최고 품질덤프샘플문제



우리DumpTOP 에서 제공하는 학습가이드에는 IT전문가들이 만들어낸 시험대비 자료들과HRPA CHRP-KE인증 시험의 완벽한 문제와 답들입니다. 그리고 우리DumpTOP에서는 IT업계에서의 높은 신뢰감으로 여러분들한테 100% 보장을 드립니다. 우리에게 믿음을 드리기를 위하여HRPA CHRP-KE관련자료의 일부분 문제와 답 등 샘플을 무료로 다운로드 체험해볼수 있게 제공합니다.

## HRPA CHRP-KE 시험요강:

| 주제   | 소개  |
|------|---|
| 주제 1 | <ul style="list-style-type: none"> <li>Occupational Health &amp; Safety</li> </ul>  |
| 주제 2 | <ul style="list-style-type: none"> <li>This section of the exam measures the skills of Health and Safety Officers and covers workplace safety practices, hazard identification, and compliance with health and safety regulations. It focuses on promoting employee well-being, implementing prevention programs, and managing risks in the work environment.</li> </ul>                              |
| 주제 3 | <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> |

|      |  |
|------|--|
| 주제 4 | <ul style="list-style-type: none"> <li>• 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.</li> </ul>  |
| 주제 5 | <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>  |
| 주제 6 | <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>  |
| 주제 7 | <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>                                   |
| 주제 8 | <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> |

>> CHRP-KE최신버전 시험대비 공부자료 <<

## 최신 CHRP-KE최신버전 시험대비 공부자료 인기 덤프자료

우리 DumpTOP 에는 최신의HRPA CHRP-KE학습가이드가 있습니다. DumpTOP의 부지런한 IT전문가들이 자기만의 지식과 끊임없는 노력과 경험으로 최고의HRPA CHRP-KE합습자료로HRPA CHRP-KE인증시험을 응시하실 수 있습니다.HRPA CHRP-KE인증 시험은 IT업계에서의 비중은 아주 큼니다. 시험신청하시는분들도 많아지고 또 많은 분들이 우리DumpTOP의HRPA CHRP-KE자료로 시험을 패스했습니다. 이미 패스한 분들의 리뷰로 우리DumpTOP의 제품의 중요함과 정확함을 증명하였습니다.

## 최신 Certified Human Resources Professional CHRP-KE 무료샘플문제 (Q56-Q61):

### 질문 # 56

Which of the following tactics are workers using when they are at work but perform only to the minimum standard required and slow down work during a labour dispute?

- A. Wildcat strike
- B. Right to work
- C. Work to rule
- D. Essential services agreement

정답: C

### 설명:

Within the HRPA Human Resources Competency Framework (Functional Domain: Labour and Employee Relations) and the CHRP Knowledge Exam Blueprint, HR professionals must demonstrate knowledge of labour relations principles, including types of work stoppages, dispute resolution mechanisms, and employee tactics during collective bargaining conflicts.

Work-to-rule is a form of job action or labour disruption tactic used by unionized employees when negotiations have broken down but before or instead of a full strike.

Key definitions and distinctions:

Work-to-Rule

Employees perform only the minimum requirements of their job descriptions and strictly adhere to workplace rules, deliberately reducing productivity.

The goal is to exert pressure on management while remaining within the letter of the employment contract.

Extract:

"A work-to-rule campaign involves employees performing tasks strictly according to job descriptions and policies, resulting in reduced output without a formal work stoppage." (HRPA Competency Framework - Labour and Employee Relations, Knowledge Area: Labour Legislation and Collective Bargaining Practices) Wildcat Strike An illegal strike that occurs without union authorization or in violation of a collective agreement.

Right to Work

Refers to laws (primarily in the U.S.) that prohibit mandatory union membership or dues as a condition of employment; not a Canadian labour relations concept.

Essential Services Agreement

A prearranged agreement ensuring that critical public services continue during a strike or lockout.

Therefore, D. Work to rule correctly describes employees' actions during a labour dispute when they intentionally reduce productivity by adhering strictly to rules.

Verified Reference Summary (HRPA Frameworks and Study Materials):

HRPA Human Resources Competency Framework - Functional Domain: Labour and Employee Relations CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Labour Relations and Collective Bargaining Section Ontario Labour Relations Act, 1995 (Context Reference for Strike and Job Action Definitions)

### 질문 # 57

What is the term for an employee leaving an organization to pursue other development activities and later returning to their job?

- A. Outplacement
- B. Job progression
- C. Sabbatical
- D. Career plateau

정답: C

설명:

Within HRPA's Learning and Development and Talent Management coverage, planned career development practices include employer-approved leaves that support growth and renewal. A sabbatical is an employer-sanctioned leave of absence for development, education, research, or personal renewal, with the intention of returning to the role or employer after the defined period. This aligns with HR's responsibility to design and communicate development options that retain talent and build capability. Outplacement supports employees exiting the organization and does not presume a return.

Career plateau describes stalled advancement, not a development leave.

Job progression is internal movement/growth, not a temporary departure.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Learning and Development (career development options; structured development activities).

HRPA Study Guide - Talent Management and Career Development (planned development leaves/sabbaticals as retention and development tools).

### 질문 # 58

An HR professional is facing an excessive workload that will prevent her from fulfilling all her duties to the level expected. Which of the following best describes her obligation?

- A. She is not obligated to accept all professional assignments, but any HR-related assignments she accepts must be in compliance with the HRPA Rules of Professional Conduct
- B. She is not obligated to accept all professional assignments
- C. She is not obligated to accept all professional assignments, but any assignments she accepts must be in compliance with the HRPA Rules of Professional Conduct and her areas of competence
- D. She must accept all HR-related assignments in accordance with the HRPA Rules of Professional Conduct

정답: C

설명:

The HRPA Rules of Professional Conduct and HRPA Human Resources Competency Framework (Functional Domain:

Professional Practice) emphasize that HR professionals must act within the limits of their professional competence and maintain integrity and accountability in accepting or refusing assignments.

Extract:

"Members shall perform professional services only in the areas of their competence and shall not undertake responsibilities they cannot reasonably fulfill to professional standards." (HRPA Rules of Professional Conduct - Section 3.2, Professional Competence)

Therefore:

An HR professional is not obligated to accept every assignment.

Any accepted assignment must be performed in accordance with both professional conduct standards and competence boundaries.

Option C captures this fully, combining both ethical and competency obligations.

Verified Reference Summary:

HRPA Rules of Professional Conduct - Sections 3.1-3.3

HRPA Human Resources Competency Framework - Professional Practice

CHRP Knowledge Exam Blueprint - Ethical Practice and Professional Standards

### 질문 # 59

According to the exit-voice-loyalty-neglect framework, an employee who demonstrates higher-than-normal absenteeism, lateness, or reduced work effort is engaging in which type of response to job dissatisfaction?

- A. Loyalty
- B. Neglect
- C. Exit
- D. Voice

정답: B

설명:

HRPA's coverage of employee attitudes and behaviours (EVLN model) classifies responses to dissatisfaction as Exit, Voice, Loyalty, and Neglect. Neglect is characterized by withdrawal and reduced effort, commonly observed as increased absenteeism, tardiness, errors, and lower performance. Exit involves leaving the organization; Voice involves actively attempting change; Loyalty is passive optimism while waiting for improvement.

Relevant HRPA references (no external links):

HRPA Study Guide - Organizational Behaviour: Job Satisfaction and the EVLN model.

HRPA Competency Framework - Organizational Effectiveness: diagnosing employee engagement and withdrawal behaviours.

### 질문 # 60

Which of the following market survey sources gives an organization the most control over the quality of the data?

- A. Industry groups
- B. In-house surveys
- C. Government agencies
- D. Compensation consultants

정답: B

설명:

Within the Total Rewards domain, the HRPA Professional Competency Framework expects HR practitioners to select and interpret market-pricing sources and to understand their methodological strengths and limitations. Conducting in-house surveys provides the greatest control over data quality because HR can define participants, match jobs precisely to internal roles, specify data cuts (e.g., geography, industry, organization size), and validate the methodology, response rates, and aging factors. External sources-industry groups (A), consultants (C), and government agencies (D)-are valuable, but the organization has limited control over job matching, participant mix, and data treatment.

Relevant Framework Reference (HRPA): Total Rewards-market benchmarking and survey-data governance; ensuring validity, reliability, and appropriate application of compensation survey data.

### 질문 # 61

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HRPA CHRP-KE인증시험패스에는 많은 방법이 있습니다. 먼저 많은 시간을 투자하고 신경을 써서 전문적으로 과련 지식을 터득한다거나; 아니면 적은 시간투자과 적은 돈을 들여 DumpTOP의 인증시험덤프를 구매하는 방법 등이 있습니다.

**CHRP-KE최고품질 덤프샘플문제** : <https://www.dumptop.com/HRPA/CHRP-KE-dump.html>

- CHRP-KE최신버전 시험대비 공부자료 100% 유효한 최신덤프 ☀ [www.koreadumps.com](http://www.koreadumps.com) ☀☀☀웹사이트에서➡ CHRP-KE ☀☀☀를 열고 검색하여 무료 다운로드CHRP-KE시험대비 덤프데모 다운
- 최신 CHRP-KE최신버전 시험대비 공부자료 덤프샘플 다운 ☀ 시험 자료를 무료로 다운로드하려면 ( [www.itdumpskr.com](http://www.itdumpskr.com) ) 을 통해➡ CHRP-KE ☀를 검색하십시오CHRP-KE최신버전 덤프자료
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- CHRP-KE최신버전 시험대비 공부자료 시험대비 인증덤프 ☀☀ [www.exampassdump.com](http://www.exampassdump.com) ☀☀☀웹사이트에서▶ CHRP-KE ☀를 열고 검색하여 무료 다운로드CHRP-KE최신버전 덤프공부자료
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