

New HSPA CHRP-KE Test Book | CHRP-KE Latest Exam Answers



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HSPA 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"> 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 3	<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 4	<ul style="list-style-type: none"> 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.
Topic 5	<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.

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Perhaps you worry about that you have difficulty in understanding our CHRP-KE training questions. Frankly speaking, we have taken all your worries into account. Firstly, all knowledge of the CHRP-KE exam materials have been simplified a lot. Also, we have tested many volunteers who can prove that after studying our CHRP-KE Exam Questions for 20 to 30 hours, it is easy to pass the exam. The results show that our CHRP-KE study materials are easy for them to understand. In addition, they all enjoy learning on our CHRP-KE practice exam study materials.

HRPA CHRP Knowledge Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

What is the goal of having an employee complete a trainability test?

- A. To identify the most suitable trainer to deliver the training
- **B. To determine an individual's ability to learn and perform tasks**
- C. To indicate who in the organization needs training
- D. To understand what types of materials are needed for the training

Answer: B

Explanation:

Within HRPAs needs analysis and assessment guidance, trainability tests (sometimes called aptitude or learning-ability assessments) are used to determine an individual's capacity to learn and perform job-related tasks following instruction. They inform training readiness and the likely return on training investment. While broader needs analysis identifies who needs training (B), trainability tests specifically evaluate individual learning ability (D), not the choice of instructor (A) or materials (C).

Relevant HRPAs references (no external links): HRPAs Study Guide - Training Needs Assessment and Learner Analysis; HRPAs Competency Framework - Learning & Development: assess learner readiness and capability.

NEW QUESTION # 24

In which type of interview does the interviewer ask a series of job-related questions that focus on relevant past actions?

- A. Situational
- B. Unstructured
- C. Mixed (semi-structured)
- **D. Behavioural**

Answer: D

Explanation:

The HRPAs selection competencies distinguish among interview types. Behavioural interviews use structured, job-related questions that probe what candidates did in specific past situations, based on the premise that past behaviour predicts future performance. Situational interviews (B) ask how a candidate would act in a hypothetical future scenario; mixed (A) blends formats; unstructured (D) lacks consistency and reduces reliability.

NEW QUESTION # 25

Which form of dispute resolution can save time and money when management and unions voluntarily agree to use it to resolve grievances?

- A. Grievance procedure
- **B. Grievance mediation**
- C. Expedited arbitration
- D. Grievance arbitration

Answer: B

Explanation:

HRPAs labour relations content describes grievance mediation as a voluntary, interest-based process in which a neutral facilitates

settlement before arbitration. Mediation is specifically noted for saving time and cost by resolving disputes informally and quickly. While expedited arbitration can shorten timelines, it remains a formal, adjudicative process with associated costs; grievance arbitration is the standard, more time-consuming process; and the grievance procedure is the contractual step framework, not a standalone ADR method.

NEW QUESTION # 26

Which major category of workplace stressors is an employee experiencing when they are struggling with work-family conflict?

- A. Job content and control stressors
- B. Job security and progression stressors
- C. Work scheduling stressors
- D. Role stressors

Answer: C

Explanation:

HRPA identifies work scheduling stressors—including hours, shift patterns, and work-family conflict—as a core category of psychosocial hazards. Difficulties balancing work time demands with family responsibilities are classic scheduling-related stressors, distinct from role ambiguity/conflict (A), task autonomy and workload design (C), or concerns about job continuity and career prospects (D).

Reference (HRPA): Professional Competency Framework-Health, Wellness, and Safe Workplace (psychosocial hazard identification); HRPA Study Guide—categories of workplace stressors and interventions (work-family conflict within scheduling stressors).

NEW QUESTION # 27

Which of the following types of benchmarking should managers use to determine the best practices of similar organizations in their industry?

- A. Competitive benchmarking
- B. Historical benchmarking
- C. Customer information benchmarking
- D. Functional benchmarking

Answer: A

Explanation:

HRPA distinguishes between competitive benchmarking (comparing with direct competitors in the same industry) and functional benchmarking (comparing similar processes across different industries). To identify best practices among similar organizations in the same industry, managers should use competitive benchmarking. Historical (C) compares with one's own past, and customer information (B) focuses on customer data rather than peer best practices.

Relevant Framework Reference (HRPA): Professional Competency Framework-Organizational Effectiveness and Reporting and Financial Management (use of benchmarking to improve processes and outcomes); HRPA Study Guide—types of benchmarking and appropriate application.

NEW QUESTION # 28

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