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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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.
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"> 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 4	<ul style="list-style-type: none"> Occupational Health & Safety
Topic 5	<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 6	<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 7	<ul style="list-style-type: none"> Labour Relations 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.

HRPA CHRP Knowledge Exam Sample Questions (Q144-Q149):

NEW QUESTION # 144

An HR leader wants to implement a proactive retention model to reduce the risk of the organization losing key talent. Which of the following actions would relate most directly to this approach?

- A. Monitoring engagement scores and pursuing early interventions for teams or individuals showing declining satisfaction.**
- B. Assessing the frequency and impact of leadership training sessions across the organization.
- C. Analyzing exit interview feedback to understand past reasons for departures.
- D. Evaluating the effectiveness of various recruitment channels in attracting talent.

Answer: A

Explanation:

HRPA's Workforce Planning and Talent Management competencies emphasize predictive and preventive approaches to retention—using leading indicators (e.g., engagement, intent-to-stay, workload, manager relations) to trigger early interventions before resignations occur. Option A aligns directly with proactive retention through ongoing monitoring and targeted actions.

Recruitment channel evaluation (B) improves attraction, not retention. Training program audits (C) may influence retention indirectly but are not a targeted, predictive retention control. Exit interview analysis (D) is valuable but reactive, describing causes after separation rather than preventing it.

Relevant Framework Reference (HRPA): Workforce analytics for retention risk; using engagement and other leading indicators for proactive talent risk management.

NEW QUESTION # 145

Which of the following modified work arrangements is designed to help employees with permanent disabilities who have either not been successful in competitive work environments or require substantial support to return to work?

- A. Gradual work exposure
- B. Light-duty work
- **C. Supported and sheltered work**
- D. Work trials

Answer: C

Explanation:

HRPA's disability management/return-to-work (RTW) guidance outlines a continuum of accommodations. Supported employment and sheltered work are specialized arrangements for individuals with permanent disabilities who need ongoing, substantial support or who have not succeeded in competitive employment. These emphasize structured support, supervision, and tailored tasks. In contrast, work trials (B) are short-term assessments of capability in regular roles, gradual work exposure (C) is a phased increase in hours/duties for reintegration, and light-duty work (D) temporarily reduces physical/mental demands-typically for transitional, not permanent, needs.

Relevant HRPA references (no external links): HRPA Study Guide - Disability Management and RTW Strategies: supported/sheltered work vs. transitional (light duty, gradual exposure, work trials); HRPA Competency Framework - Health, Wellness & Safe Workplace: design appropriate accommodations and RTW plans.

NEW QUESTION # 146

An organization has just introduced individual performance pay for its sales staff. Pay is linked to departmental indicators. What is the most effective ongoing communication method to support this compensation plan?

- A. Information brochures
- B. Telephone support
- **C. Electronic scoreboard**
- D. Email hotline

Answer: C

Explanation:

HRPA's Total Rewards guidance stresses that variable pay plans require clear line-of-sight and timely feedback so employees can track progress against the measures that drive payouts. An electronic scoreboard (dashboard) displaying current departmental indicators and targets provides continuous, transparent updates, reinforcing behaviours and enabling self-correction. Hotlines, phone support, or brochures offer static or ad hoc information and do not deliver the real-time, ongoing visibility essential for performance-linked pay.

Relevant HRPA references: HRPA Professional Competency Framework - Total Rewards (communication and governance of incentive plans; line-of-sight and transparency); HRPA Study Guide - Variable Pay Communication (dashboards/scorecards to track performance metrics tied to incentives).

NEW QUESTION # 147

Which of the following workplace accommodations involves assigning light duties and increasing job demands slowly until the employee is performing the full requirements of the pre-injury job?

- **A. Gradual work exposure**
- B. Light-duty work
- C. Support and sheltered work
- D. Work trials

Answer: A

NEW QUESTION # 148

Which of the following is an example of lifestyle programming?

- A. Relaxation training
- **B. Smoking cessation**

- C. Mindfulness
- D. Cognitive skills training

Answer: B

Explanation:

Under the HRPA Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), lifestyle programs are proactive health promotion initiatives aimed at reducing preventable health risks and promoting healthy living. Examples include smoking cessation, weight management, fitness, and nutrition programs.

Extract:

"Lifestyle programs promote healthy behaviors and reduce preventable health risks through initiatives such as smoking cessation and fitness activities." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency:

Implement Health Promotion Programs) Option Analysis:

A: Correct - smoking cessation is a lifestyle health initiative.

B: Cognitive training targets mental performance, not health behaviour.

C/D: Mindfulness and relaxation are stress management techniques, not lifestyle programs.

Thus, A. Smoking cessation is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Wellness and Lifestyle Programs HRPA Exam Preparation Guide - Health Promotion

NEW QUESTION # 149

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