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## HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<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>

Topic 3	<ul style="list-style-type: none"> <li>• Training &amp; 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.</li> </ul>
Topic 4	<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>
Topic 5	<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>

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### HRPA CHRP Knowledge Exam Sample Questions (Q90-Q95):

#### NEW QUESTION # 90

Which of the following is true when comparing direct and systemic discrimination?

- A. Direct discrimination is harder to prove and harder to remedy than systemic discrimination
- B. Direct discrimination is easier to prove but harder to remedy than systemic discrimination
- **C. Systemic discrimination is harder to prove and harder to remedy than direct discrimination**
- D. Systemic discrimination is easier to prove but harder to remedy than direct discrimination

**Answer: C**

Explanation:

Within the HRPA Human Resources Competency Framework (Functional Domain: Professional Practice), HR professionals must ensure organizational compliance with human rights legislation and understand the distinctions between direct and systemic discrimination under the Ontario Human Rights Code.

Definitions:

Direct Discrimination: Overt and intentional differential treatment based on a prohibited ground (e.g., race, sex, disability).

Systemic Discrimination: Embedded in organizational policies, practices, or culture, leading to unintentional and widespread disadvantage to certain groups.

Extract:

"Systemic discrimination results from patterns within organizational systems and is more difficult to detect and address, requiring long-term systemic remedies." (HRPA Competency Framework - Professional Practice, Knowledge Area: Employment Law and Human Rights Compliance) Therefore, C. Systemic discrimination is harder to prove and harder to remedy than direct discrimination is correct because it involves complex, ingrained organizational practices rather than overt acts.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Professional Practice Ontario Human Rights Code, R.S.O. 1990 CHRP Knowledge Exam Blueprint - Human Rights and Employment Law

#### NEW QUESTION # 91

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

**Answer: C**

Explanation:

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

#### **NEW QUESTION # 92**

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

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

**Answer: A**

Explanation:

HRPA's 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 # 93**

Which of the following employee rights is incorporated into an employer's interpretation of due process?

- A. Employee privacy rights
- B. Right to appeal of discipline
- C. Job expectancy rights
- D. Contractual rights

**Answer: B**

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Labour and Employee Relations), due process refers to the fair and consistent application of workplace policies and disciplinary actions.

A core component of due process is the employee's right to appeal disciplinary decisions, ensuring fairness, transparency, and the opportunity to present their case.

Extract:

"Due process in employee relations ensures that employees are informed of allegations, given an opportunity to respond, and provided access to an appeal mechanism in disciplinary procedures." (HRPA Competency Framework - Labour and Employee

Relations, CHRP Level, Knowledge Area: Discipline and Grievance Procedures) Option Analysis:

A: Correct - the right to appeal is integral to due process.

B: Relates to privacy legislation, not due process.

C: Concerns job security expectations, not procedural fairness.

D: Refers to legal employment terms, not disciplinary procedure.

Thus, A. Right to appeal of discipline correctly represents due process in HR practice.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Labour and Employee Relations CHRP Knowledge Exam Blueprint - Employee Rights and Discipline HRPA Exam Preparation Guide - Due Process and Fair Treatment in Employee Relations

## NEW QUESTION # 94

What type of organizations are commonly surveyed when conducting a compensation survey to collect market data for an average-performing organization that does not have high turnover?

- A. Primary competing organizations
- B. Potential competing organizations
- C. Low-performing organizations
- D. Top-performing organizations

**Answer: A**

Explanation:

Within the Total Rewards domain of the HRPA Professional Competency Framework, compensation benchmarking is grounded in selecting a relevant comparator market-organizations of similar industry, size, and geography with which the employer primarily competes for talent. For an average-performing organization with no unusual attraction/retention pressures, best practice is to benchmark against primary competing organizations to establish fair, market-competitive rates and maintain internal and external equity. Surveying top performers (B) is typically used when the strategy is to lead the market; low performers (A) or vague "potential competitors" (C) do not provide an appropriately matched market sample for standard market pricing.

## NEW QUESTION # 95

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