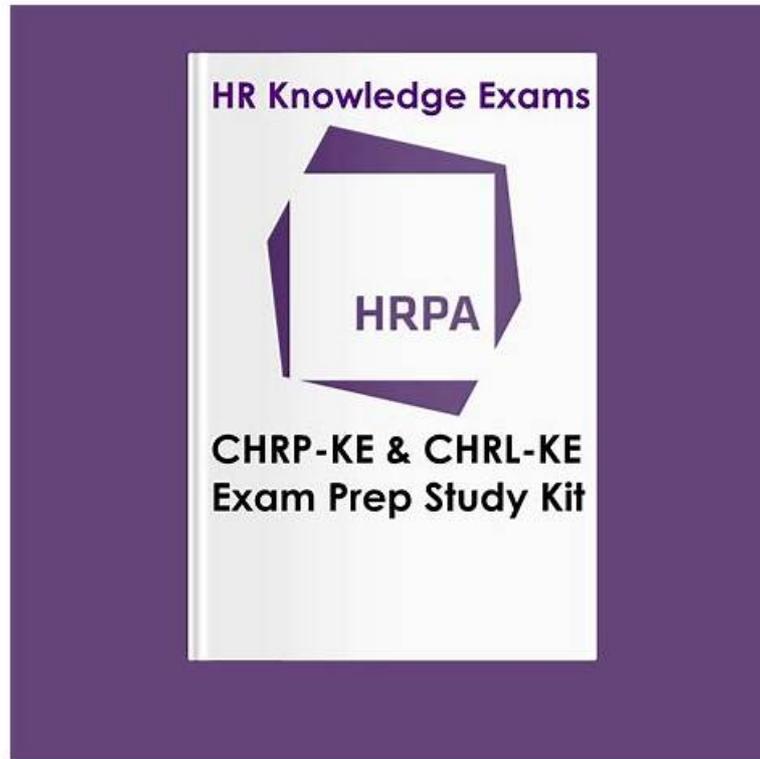


有難い-便利なCHRP-KE最新試験試験-試験の準備方法CHRP-KEリンクグローバル



他の同様の教育プラットフォームとは異なり、CHRP-KEクイズガイドは、分類なしのランダムな蓄積ではなく、マルチプレート配布用の資料を割り当てます。CHRP-KE準備トレントは、さまざまな文化レベルのユーザーにより適したCHRP-KEテスト資料を開発するために、従来の学習プラットフォームの利点に吸収され、その欠点を認識しています。そして、CHRP-KE試験材料は、プレートの多くの研究部分がユーザーの熱意を喚起するのに十分であり、ユーザーが集中力を維持できるようにします。

HRPA CHRP-KE 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">• 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.
トピック 2	<ul style="list-style-type: none">• Occupational Health & Safety
トピック 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.
トピック 4	<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.

トピック 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.
トピック 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.
トピック 7	<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.
トピック 8	<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.
トピック 9	<ul style="list-style-type: none"> Finance & 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.

>> **CHRP-KE最新試験** <<

CHRP-KE 絶対合格の教科書+出る順問題集

IT業界で働いている多くの人はHRPAのCHRP-KE試験の準備が大変だと知っています。我々JapancertはCHRP-KE試験の難しさを減らさないとは言え、試験準備の難しさを減ることができます。我々の提供する問題集を体験してから、あなたはHRPAのCHRP-KE試験に合格できる自信を持っています。

HRPA CHRP Knowledge Exam 認定 CHRP-KE 試験問題 (Q61-Q66):

質問 # 61

Who is responsible for disseminating information about employee benefits?

- **A. The employer**
- B. The benefits carrier
- C. The government
- D. The healthcare service provider

正解: A

解説:

Within the HRPA Human Resources Competency Framework (Functional Domain: Total Rewards), the employer holds responsibility for communicating and administering employee benefits.

Although benefits may be delivered through third-party carriers, the employer remains accountable for ensuring employees receive accurate, timely, and compliant benefit information.

Extract:

"Employers are responsible for communicating benefits information clearly and ensuring employees understand their entitlements and obligations." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Administer and Communicate Employee Benefit Programs) Option Analysis:

A: Governments regulate, not communicate, benefits.

B: Carriers provide materials but employers must distribute and explain them.

C: Correct - ultimate responsibility lies with the employer.

D: Healthcare providers deliver services, not benefit communication.

Therefore, C. The employer is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Total Rewards

CHRP Knowledge Exam Blueprint - Benefits Administration

HRPA Exam Preparation Guide - Employer Responsibilities in Benefits Communication

質問 # 62

Which of the following is an example of lifestyle programming?

- A. Cognitive skills training
- **B. Smoking cessation**
- C. Mindfulness
- D. Relaxation training

正解: B

解説:

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

質問 # 63

Which of the following statements best describes the training evaluation process?

- A. It focuses on information gathered at the midpoint of a training session
- B. It is a subjective and objective measure used before implementation of training
- **C. It is a continuum of techniques, methods, and measures**
- D. It focuses on subjective measures gathered at the end of the training session

正解: C

解説:

HRPA's Learning and Development coverage describes training evaluation as a continuous process that uses multiple methods (formative and summative) and multiple measures (reaction, learning, behaviour, and results/impact). Evaluation spans needs analysis (baseline), in-program feedback, post-training assessments, transfer-to-work measures, and organizational impact/ROI, i.e., a continuum of techniques, methods, and measures rather than a single point-in-time check.

Options A, C, and D each narrow evaluation to one moment or one type of evidence; the HRPA view is broader and continuous.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Learning and Development (design, delivery, and evaluation; formative and summative evaluation).

HRPA Study Guide - Training Evaluation (multi-level, continuous evaluation models and measures).

質問 # 64

The third category of job performance, counterproductive behaviour, divides those behaviours into 4 sub-categories. Which of the following pairs of sub-categories demonstrates behaviour that intentionally disadvantages the organization?

- **A. Production deviance and property deviance**

- B. Political deviance and personal aggression
- C. Property deviance and political deviance
- D. Production deviance and personal aggression

正解: A

解説:

In the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), job performance is often analyzed using three categories:

Task performance - Job-specific duties and responsibilities.

Citizenship behaviour - Voluntary, positive employee actions.

Counterproductive work behaviour (CWB) - Intentional actions that harm the organization or its members.

CWBs are divided into four sub-categories:

Production deviance - Wasting resources, intentionally working slowly.

Property deviance - Theft, sabotage, misuse of company assets.

Political deviance - Gossip, favoritism, undermining coworkers.

Personal aggression - Harassment, abuse, or violence toward others.

Among these, production deviance and property deviance both directly disadvantage the organization by lowering productivity or damaging assets.

Extract:

"Counterproductive behaviours targeting the organization, such as property or production deviance, represent deliberate acts that undermine organizational performance." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Job Performance and Employee Behaviour) Therefore, B. Production deviance and property deviance is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Performance and Counterproductive Behaviour HRPA Exam Preparation Guide - Employee Performance and Behaviour

質問 # 65

Evaluating trainees' performance with a 360° feedback system aligns best with which level of the Kirkpatrick Model of Training Evaluation?

- A. Behaviour
- B. Results
- C. Reaction
- D. Learning

正解: A

解説:

HRPA's Learning and Development materials align with the Kirkpatrick model: Reaction, Learning, Behaviour, Results. 360° feedback gathers observations from supervisors, peers, direct reports, and sometimes customers about how participants apply new skills and behaviours on the job, which is Kirkpatrick Level 3 - Behaviour (transfer of learning). Level 2 (Learning) uses tests or demonstrations; Level 1 (Reaction) captures satisfaction; Level 4 (Results) measures organizational outcomes.

Relevant HRPA references: Learning and Development-training evaluation levels and methods; use of multi-rater feedback to assess behavioural transfer.

質問 # 66

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CHRP-KEクイズガイドは、毎年の質問の調査と分析を通じて、多くの隠れたルールを調査する価値があることがわかりました。さらに、強力な専門家チームがあるため、ルールを要約して使用できます。CHRP-KEトレーニングの準備は、毎年の質問の分析に基づいて行うことができ、近年の関連知識と組み合わせて、資格試験に関連する一連の重要な結論が結論付けられます。CHRP-KEテスト資料は、今年のトピックと提案の傾向を正確に予測する能力を向上させ、CHRP-KE試験に合格するのに役立ちます。

CHRP-KEリンクグローバル: <https://www.japancert.com/CHRP-KE.html>

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