

CHRP-KE덤프샘플문제다운 & CHRP-KE최신시험대 비자료

SAP C-CH450-04 SAP Certified Integration Associate - SAP Cloud for Customer 4

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C-CH450-04 인증덤프 샘플문제 & C-CH450-04 시험문제 모음

참고: ExamPassdump에서 Google Drive로 공유하는 무료 2026 HRPA CHRP-KE 시험 문제집이 있습니다:
https://drive.google.com/open?id=16cqQTAsprv3RtG4-ikCk_N8Nmhf2UPUB

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HRPA CHRP-KE 시험요강:

| 주제 | 소개 |
|------|---|
| 주제 1 | <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. |

| | |
|------|--|
| 주제 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. |
| 주제 3 | <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. |
| 주제 4 | <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. |
| 주제 5 | <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. |
| 주제 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. |
| 주제 7 | <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. |

>> CHRP-KE덤프 샘플문제 다운 <<

CHRP-KE최신 시험대비자료, CHRP-KE최신탕덤프

저희는 수많은 IT자격증 시험에 도전해보려 하는 IT인사들께 편리를 가져다 드리기 위해 HRP CHRP-KE실제시험 출제유형에 근거하여 가장 퍼펙트한 시험공부가이드를 출시하였습니다. 많은 사이트에서 판매하고 있는 시험자료보다 출중한ExamPassdump의 HRP CHRP-KE덤프는 실제시험의 거의 모든 문제를 적중하여 고득점으로 시험에서 한방에 패스하도록 해드립니다. HRP CHRP-KE시험은ExamPassdump제품으로 간편하게 도전해보시면 후회없을 것입니다.

최신 Certified Human Resources Professional CHRP-KE 무료샘플문제 (Q109-Q114):

질문 # 109

Which of the following is an essential part of an effective plan to implement an HR Information System?

- A. Clearly defined project scope with measurable goals
- B. Flexibility to expand the project scope to meet changing business needs.
- C. Rigorous and thorough cost-benefit analysis.
- D. Detailed communications made fully available through online updates.

정답: A

설명:

In HRP's HR Technology and Analytics content, effective HRIS implementation is treated as a project management exercise that starts with a clearly defined scope, success criteria, and measurable goals (timelines, deliverables, data requirements, roles). Clear scope prevents scope creep, anchors stakeholder alignment, and guides configuration, testing, and change management. Cost-benefit analysis (B) is important in the business case phase, but the core implementation plan depends first on scope and measurable goals.

Communications (A) are a key change-management activity, driven by the project scope and goals.
Expanding scope (C) undermines control and is discouraged; change requests should be governed, not encouraged.
Relevant HRP A references (no external links):
HRPA Study Guide - HR Metrics/Technology: HRIS project planning (scope, milestones, success measures).
HRPA Competency Framework - Reporting & Financial Management: managing HR technology projects with defined outcomes.

질문 # 110

Which of the following should an HR professional include when calculating the development cost of a training program?

- A. Training facility maintenance
- B. Trainee salaries and benefits
- C. Training program marketing
- D. Training material design

정답: D

설명:

The HRP A Human Resources Competency Framework (Functional Domain: Learning and Development) defines training program development costs as the expenses incurred in designing, preparing, and creating a training initiative prior to its delivery.

Development costs include:

Design and creation of training materials

Curriculum development

Needs analysis

Pilot testing and evaluation of materials

Extract:

"Development costs include the time and resources invested in designing instructional materials, developing content, and preparing delivery methods." (HRPA Competency Framework - Learning and Development, CHRP Level, Key Competency: Design and Develop Learning Programs) While trainee salaries (D) are considered part of implementation costs, training material design (B) is a core development cost.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Learning and Development CHRP Knowledge Exam Blueprint - Training Program Design and Evaluation HRP A Exam Preparation Guide - Costing and Evaluation of Learning Programs

질문 # 111

Which of the following assessment types considers the different perspectives of HR professionals, supervisors, and other managers when identifying challenges that can be met through training or development?

- A. Needs assessment
- B. Transference assessment
- C. Learning principles assessment
- D. Career management assessment

정답: A

설명:

Within the Learning and Development domain of the HRP A Competency Framework, HR practitioners are expected to conduct a systematic needs assessment that captures input from multiple stakeholders (e.g., HR, supervisors, managers) to diagnose performance gaps and determine whether training or non-training solutions are appropriate. The HRP A Study Guide describes needs assessment as a front-end analysis that typically includes organizational analysis, task/role analysis, and person analysis, each requiring perspectives from HR, line leaders, and managers to ensure alignment with business goals and operational realities. By design, the needs assessment triangulates these perspectives to identify issues that training can address (knowledge/skill gaps) versus issues that require other interventions (process, structure, or resources).

Relevant HRP A references: Learning and Development-Needs Assessment/Analysis; Organizational, Task, and Person Analysis; competencies requiring HR to "analyze learning needs using data from multiple stakeholders" and to "align learning with organizational objectives."

질문 # 112

During the recruitment process, which level of risk control is being used in a workplace safety policy that requires preplacement assessments to demonstrate that employees have suitable characteristics, such as the ability to lift materials?

- A. Substitution
- B. Engineering
- C. Elimination
- **D. Administrative**

정답: D

설명:

Within the HRP Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are expected to understand the hierarchy of hazard controls, a framework used to reduce workplace risks.

The five levels, from most to least effective, are:

Elimination

Substitution

Engineering controls

Administrative controls

Personal protective equipment (PPE)

Preplacement assessments are an administrative control measure because they involve establishing policies, procedures, and screening processes designed to reduce risk through human and procedural management, not physical changes to the workplace.

Extract:

"Administrative controls reduce risk through training, procedures, and work practices, including employee selection and fitness assessments." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Knowledge Area: Hazard Assessment and Risk Management) Therefore, D. Administrative is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Risk and Hazard Management HRP Exam Preparation Guide - Hierarchy of Hazard Controls

질문 # 113

Which of the following is a critical step in developing a competency-based pay structure?

- A. Analyzing skills
- **B. Developing behavioural descriptors**
- C. Using seniority as a core criterion
- D. Developing skill certifications

정답: B

설명:

In the Total Rewards domain, competency-based pay requires a clear definition of competencies and behavioural descriptors at progressive proficiency levels (e.g., basic to advanced). These descriptors make competencies observable and measurable, enabling valid assessment and linkage to pay. While analyzing skills (C) is part of building the competency model, the pay structure hinges on behavioural indicators that support consistent evaluation. Skill certifications (A) are more typical of skill-based pay systems and are not universally required for competency pay. Seniority (D) is inconsistent with competency-based design, which ties pay to demonstrated capability rather than tenure.

Relevant Framework Reference (HRPA): Total Rewards-job and competency frameworks; establishing observable behavioural indicators; linking competency assessments to pay structures (HRPA Professional Competency Framework; HRP Study Guide-competency vs. skill-based pay).

질문 # 114

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