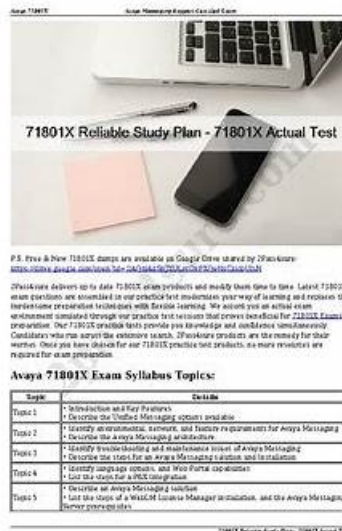


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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	<ul style="list-style-type: none">• Occupational Health & Safety
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">• 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.
Topic 5	<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.

HRPA CHRP Knowledge Exam Sample Questions (Q157-Q162):

NEW QUESTION # 157

What are the 2 overall negative effects of using interest arbitration as a substitute for the right to strike?

- A. Voice and threat effects
- B. Monopoly and shock effects
- C. Substitution and income effects
- **D. Chilling and dependency effects**

Answer: D

Explanation:

HRPA's Labour Relations materials note that when interest arbitration replaces the right to strike, two well-documented negative effects can occur:

Chilling effect - parties bargain less earnestly, anticipating an arbitrator will impose a settlement.

Dependency (narcotic) effect - parties become reliant on arbitration over time, weakening direct bargaining capacity.

These are highlighted as systemic drawbacks when arbitration is used as a substitute rather than a last resort.

Relevant HRPA references (no external links):

HRPA Study Guide - Labour Relations: Interest Arbitration; "chilling" and "dependency/narcotic" effects.

HRPA Competency Framework - Labour & Employee Relations: "explain dispute resolution mechanisms and their impacts on bargaining behaviour."

NEW QUESTION # 158

Which alternative dispute resolution process has been criticized for hindering the parties from negotiating an agreement on their own?

- A. Fact-finding

- B. Conciliation
- C. Mediation
- **D. Arbitration**

Answer: D

Explanation:

In HRP's Labour and Employee Relations coverage of dispute resolution, arbitration involves a neutral third party issuing a binding decision. A common critique is the "chilling effect," where the availability of a third-party ruling can reduce the parties' incentives to engage in genuine interest-based negotiation and reach their own settlement. Mediation and conciliation facilitate parties' dialogue without imposing outcomes, and fact-finding supplies information rather than decisions.

Relevant HRP references: Labour and Employee Relations-ADR processes, characteristics, and implications for bargaining dynamics.

NEW QUESTION # 159

Which of the following is a primary characteristic of the management by objectives performance management system?

- A. An emphasis on qualitative feedback over quantitative results
- B. Centralized decision-making by senior management
- **C. Joint goal-setting between managers and employees**
- D. A focus on short-term objectives

Answer: C

Explanation:

Under the HRP Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), the Management by Objectives (MBO) approach is a goal-based performance management system that emphasizes collaborative goal-setting and measurable outcomes.

Extract:

"MBO emphasizes mutual goal-setting and regular performance review discussions between managers and employees to align individual objectives with organizational strategy." (HRP Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Design and Manage Performance Management Systems) Thus, A. Joint goal-setting between managers and employees accurately captures the defining characteristic of MBO.

Verified Reference Summary:

HRP Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint - Performance Management Systems HRP Exam Preparation Guide - Performance Planning and Appraisal

NEW QUESTION # 160

A team leader notices that team members are reluctant to share ideas. Which of the following interventions is most likely to improve this situation?

- A. Increasing performance-based bonuses.
- B. Reducing the frequency of team meetings.
- **C. Implementing regular team-building exercises.**
- D. Assigning individual tasks instead of group tasks.

Answer: C

Explanation:

The HRP framework highlights HR's role in building effective teams, strengthening trust, and fostering open communication and psychological safety. Regular team-building exercises develop interpersonal trust, clarify norms, and improve collaboration-key conditions for idea sharing. Reducing meetings (A) can further limit dialogue; emphasizing bonuses (C) may intensify competition rather than collaboration; shifting to individual tasks (D) reduces opportunities for joint problem-solving. Team-building directly targets the climate that supports voice and knowledge sharing, consistent with HRP's Organizational Effectiveness competencies on group dynamics and team performance.

NEW QUESTION # 161

Which form of discrimination would be most likely to result from a recruitment practice that relies exclusively on employee referrals?

- A. Differential treatment
- B. Systemic discrimination
- C. Overt discrimination
- D. Unconscious bias

Answer: B

Explanation:

HRPA's staffing and employment law guidance explains that exclusive reliance on employee referrals can perpetuate workforce homogeneity and create barriers for protected groups, even without intent. This is characteristic of systemic (adverse effect) discrimination—organizational policies or practices that, while neutral on their face, disproportionately exclude or disadvantage certain groups. This differs from differential treatment or overt discrimination (intentional, direct) and from unconscious bias (individual-level bias), which may contribute but does not fully describe the organization-wide impact of a referral-only practice.

Relevant HRPAs references (no external links): HRPAs Study Guide - Recruitment and Selection Compliance; Human Rights and Employment Equity: systemic/adverse effect discrimination; HRPAs Competency Framework - Labour & Employee Relations: ensure selection practices are fair and non-discriminatory.

NEW QUESTION # 162

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