

# HRPA CHRP-KE Valid Exam Simulator | CHRP-KE Most Reliable Questions

The poster features a blue and white color scheme. At the top, there are two circular images: one showing three smiling children with the text 'ENGLISH WITHOUT BORDERS' and a hippo icon, and another showing two children studying at a desk with the text 'INTERNATIONAL CHAMPIONS IN EDUCATION'. Below these are logos for 'ice INTERNATIONAL CHAMPIONS IN EDUCATION', 'THE TESTER CENTER', and 'HIPPO TheContest2026'. The main text reads 'HIPPO 2026 Preliminary Round' in large, bold letters. Below this, it states 'Exam date : 9 May 2026' and 'Exam time 10:00-12:00'. A checkmark icon is next to the text 'Paper Based Exam only'. A large QR code is on the right side, with the text 'Scan to enroll' below it. At the bottom, there are contact details: a WhatsApp icon with the number '080 862 1448 / 091 849 8793', a LINE icon with the ID '@thestudygroup', and a small QR code.

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## HRPA CHRP Knowledge Exam Sample Questions (Q109-Q114):

### NEW QUESTION # 109

Which of the following is a goal of psychological first aid training in the workplace?

- A. To train counsellors for the workplace
- **B. To increase mental health literacy among staff**
- C. To educate employees on the causes of workplace stressors
- D. To educate supervisors on the costs of mental health issues

**Answer: B**

Explanation:

In HRPAs health, safety, and wellness guidance, psychological first aid (PFA) training is positioned as a frontline skillset that builds mental health literacy, enabling employees and leaders to recognize signs of distress, provide immediate supportive responses, and encourage appropriate referral-without turning staff into clinicians. It is not intended to train employees as counsellors, nor is it limited to explaining stress causes or costing; its core aim is to equip the workforce with practical, early-response knowledge and skills that support psychological health and safe return-to-function.

### NEW QUESTION # 110

Which of the following types of benchmarking should managers use to determine the best practices of similar organizations in their industry?

- A. Customer information benchmarking
- B. Functional benchmarking
- **C. Competitive benchmarking**
- D. Historical benchmarking

**Answer: C**

Explanation:

HRPA distinguishes between competitive benchmarking (comparing with direct competitors in the same industry) and functional benchmarking (comparing similar processes across different industries). To identify best practices among similar organizations in the same industry, managers should use competitive benchmarking. Historical (C) compares with one's own past, and customer information (B) focuses on customer data rather than peer best practices.

Relevant Framework Reference (HRPA): Professional Competency Framework-Organizational Effectiveness and Reporting and Financial Management (use of benchmarking to improve processes and outcomes); HRPAs Study Guide-types of benchmarking and appropriate application.

### NEW QUESTION # 111

Which of the following collective agreement clauses is intended to guarantee stability in the employment relationship during the life of the agreement?

- A. Union security
- B. Management rights
- **C. No strike or lockout**
- D. Union recognition

**Answer: C**

Explanation:

HRPAs labour relations guidance explains that a no-strike/no-lockout clause provides for labour peace during the agreement's term, directing disputes to the grievance/arbitration process and thereby ensuring stability in the employment relationship. Recognition, security, and management rights define parties' status and authority but do not guarantee strike/lockout prohibition during the term.

### NEW QUESTION # 112

What is the term for making HR decisions based on multiple credible sources?

- A. Construct validity
- B. Trend analysis
- C. Evidence-based HR management
- D. Forecasting

**Answer: C**

Explanation:

The HRPA Professional Practice competencies emphasize evidence-based HR management: making decisions by integrating the best available evidence from multiple credible sources (research findings, organizational data/metrics, stakeholder insights, and professional expertise). Trend analysis (B) and forecasting (C) are specific analytical techniques, while construct validity (D) pertains to assessment measurement quality-not the overall decision approach.

### NEW QUESTION # 113

Which of the following employee characteristics is most likely to enhance retention?

- A. High emotional intelligence
- B. High self-esteem
- C. High organizational socialization
- D. High organizational commitment

**Answer: D**

Explanation:

HRPA's competency expectations for Workforce Planning and Talent Management emphasize retaining key talent by strengthening employees' commitment to the organization-particularly affective commitment-which is consistently associated with lower turnover intention and higher retention. While self-esteem, socialization, and emotional intelligence can support adjustment and performance, organizational commitment is the direct attitudinal predictor of staying with the employer and is the outcome HR programs seek to build through onboarding, development, recognition, and career paths.

Relevant Framework Reference: HRPA Professional Competency Framework - Workforce Planning & Talent Management (design and evaluate initiatives to strengthen engagement and commitment to reduce turnover); HRPA Study Guide - Retention (organizational commitment as the strongest attitudinal predictor of retention).

### NEW QUESTION # 114

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