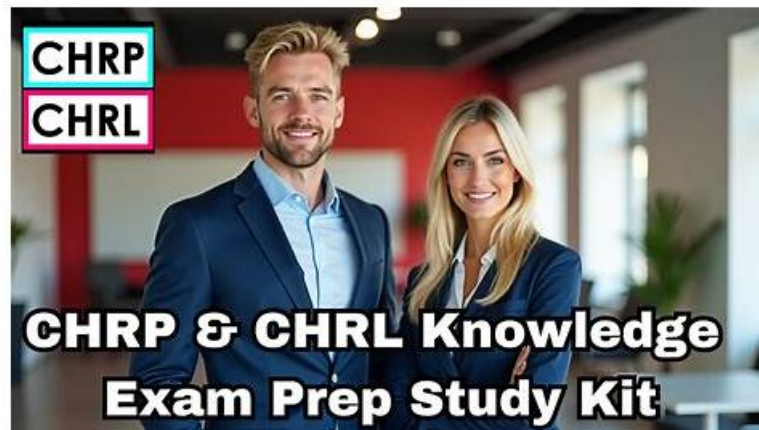


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HRP A CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<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.
Topic 5	<ul style="list-style-type: none"> Occupational Health & Safety

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HRPA CHRP Knowledge Exam Sample Questions (Q135-Q140):

NEW QUESTION # 135

What is the most significant benefit of including mentoring relationships in leadership development programs to better prepare individuals for leadership roles?

- **A. Mentors provide real-world insights and guidance**
- B. Mentors help build strong professional networks
- C. Mentoring fosters a culture of continuous learning and development
- D. Mentoring helps accelerate career advancement

Answer: A

Explanation:

Within the HRPA Human Resources Competency Framework (Functional Domain: Learning and Development), mentoring is identified as a key developmental practice that enhances learning through knowledge transfer and experiential insight from experienced leaders.

Extract:

"Mentoring relationships provide learners with guidance, feedback, and real-world perspectives to build leadership capability and professional judgment." (HRPA Competency Framework - Learning and Development, CHRP Level, Key Competency: Implement Developmental Programs and Career Support Mechanisms) Why Option D is correct:

Mentors translate theory into practical, experience-based insights, helping mentees understand complex leadership challenges.

It is the most direct and significant benefit in the context of leadership preparation.

Why other options are less correct:

A: Continuous learning culture is a secondary outcome.

B: Career advancement can occur, but it's not the primary developmental goal.

C: Networking is a by-product, not the main purpose.

Therefore, D. Mentors provide real-world insights and guidance best represents the key developmental benefit of mentoring within leadership programs.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Learning and Development CHRP Knowledge Exam Blueprint - Leadership and Career Development HRPA Exam Preparation Guide - Mentoring and Development Strategies

NEW QUESTION # 136

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

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

Answer: B

Explanation:

In HRPA'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 HRPA 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.

NEW QUESTION # 137

What is the role of the Canadian Human Rights Tribunal?

- A. To review evidence and determine whether discriminatory practices occurred
- B. To develop and conduct education and prevention programs
- C. To administer and enforce the Employment Equity Act
- D. To investigate and refer allegations of discrimination

Answer: A

Explanation:

HRPA's employment law content distinguishes between federal human rights bodies: the Canadian Human Rights Commission (CHRC) and the Canadian Human Rights Tribunal (CHRT). The CHRC investigates and may refer cases; the Tribunal is an adjudicative body that hears evidence and decides whether a discriminatory practice occurred and orders appropriate remedies. Education and prevention (B) are CHRC functions; Employment Equity Act administration (C) is not the Tribunal's adjudicative role; investigation and referral (D) are CHRC responsibilities.

Relevant Framework Reference: HRPA Study Guide - Labour & Employment Law (federal human rights system roles: CHRC investigation/settlement; CHRT adjudication and remedies).

NEW QUESTION # 138

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

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

Answer: D

Explanation:

The HRPA 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 HRPA Exam Preparation Guide - Costing and Evaluation of Learning Programs

NEW QUESTION # 139

To increase the impact of workforce analytics and HR metrics on strategic decision-making, which of the following approaches should an organization adopt?

- A. Focusing on increasing the quantity of data collected and reported.
- B. Starting with the problems or opportunities the organization faces and developing an understanding of what information is useful for supporting managerial decisions.
- C. Encouraging managers to report more frequently on HR metrics to all stakeholders.

- D. Starting with the existing HR data, creating metrics based on those data, and then looking for ways to apply these metrics in decision-making.

Answer: B

Explanation:

The HRPA Professional Competency Framework emphasizes that HR analytics must be decision-led: begin with the business question, then determine the information, metrics, and analysis required to inform choices and actions. Building dashboards from whatever data already exist (A) or simply increasing volume/frequency of reports (B, C) risks producing low-utility metrics. Starting with the organizational problems/opportunities ensures measures are relevant, causal, and actionable—thereby increasing strategic impact.

NEW QUESTION # 140

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