

Study Guide CHRP-KE Pdf | Sample CHRP-KE Questions

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Chapter 1 and 2 In-Class Practice Questions

E1-28B Managers' responsibilities

Categorize each of the following activities according to which management responsibility it fulfills: planning, directing, controlling, or decision making. Some activities may fulfill more than one responsibility.

- a. The store manager posts the employee time schedule for the next week so that employees know when they are working.
- b. The manager of the Service Department investigates why the actual hours spent on a recent repair job exceeded the standard for that type of repair by more than 20%.
- c. Management creates a sales budget for the upcoming quarter.
- d. Top management selects a location for a new store.
- e. Management is designing a new sales incentive program for the upcoming year.

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HRPA CHRP Knowledge Exam Sample Questions (Q31-Q36):

NEW QUESTION # 31

Which of the following is a characteristic of open-source HR Information Systems?

- A. There is limited public access to the underlying code of the system
- B. Users are required to share their customized versions with the original developer
- C. The systems are always free of cost, regardless of commercial usage
- **D. The systems can be modified by an organization to fit its needs**

Answer: D

Explanation:

Within the HRPA competency areas addressing HR technology and data (Reporting and Financial Management; Organizational Effectiveness), HR professionals are expected to understand system options and governance so they can select and steward HRIS that meet organizational needs. Open-source systems are defined by the availability of source code and the permission to inspect, adapt, and modify the software to fit organizational requirements. This aligns with HRPA's emphasis on selecting HR technologies that support business processes, enable configuration, and allow responsible data stewardship.

Option A is incorrect: some open-source licenses require sharing modifications only if you redistribute the software; organizations are not inherently required to "share back" customizations merely because they used or modified the code internally.

Option B is incorrect: "open-source" refers to licensing and modifiability, not price; implementation, hosting, support, and add-ons may involve costs.

Option D is incorrect: limited public access is characteristic of proprietary systems, not open-source.

Relevant Framework Reference (HRPA):

Professional Competency Framework: competencies on selecting and managing HR technologies and ensuring data governance to support business outcomes (Reporting and Financial Management; Organizational Effectiveness).

HRPA Study Guide: HRIS fundamentals-system selection criteria, configurability, governance, and alignment to organizational needs.

NEW QUESTION # 32

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

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

Answer: C

Explanation:

Under the HRPA 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." (HRPA 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:

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

NEW QUESTION # 33

What is the first thing an employer should do to minimize damage to morale when pay cuts are unavoidable?

- A. Ensure the planned cuts are spread throughout the organization fairly
- B. Seek employee input on ways to deal with the crisis
- C. Commit to providing future rewards when circumstances permit

- **D. Provide full information on the crisis and the rationale for the cuts**

Answer: D

Explanation:

HRPA emphasizes transparent communication as the immediate, foundational step in managing difficult total rewards changes. When reductions are unavoidable, leaders should first provide clear, complete information on the business situation and the rationale, demonstrating fairness, due process, and respect-critical to sustaining trust and morale. Equity in application (A), consultation for future options (C), and contingent commitments (D) are important, but they follow the primary step of forthright communication. Reference (HRPA): Professional Competency Framework-Total Rewards (communication and change management for rewards); Strategy and Organizational Effectiveness (transparent leadership communication in change); HRPA Study Guide-reward change communications and employee relations considerations.

NEW QUESTION # 34

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

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

Answer: A

Explanation:

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).

NEW QUESTION # 35

In the context of a data-driven HR strategy, which of the following questions is most concerned with the foundational aspects of the data initiative?

- **A. What are the infrastructure implications?**
- B. What problems do we need to solve?
- C. Who will be responsible for analyzing the data?
- D. How will we report and present insights from data?

Answer: A

Explanation:

HRPA's analytics guidance distinguishes foundational considerations (data architecture, systems integration, data quality, governance, storage, privacy/security) from downstream activities (analysis, reporting, and roles). Asking "What are the infrastructure implications?" targets the foundational layer-platforms, integrations (HRIS, ATS, payroll), data pipelines, and controls that underpin any analytics initiative. Questions about reporting (A), problem framing (B), and analytical responsibility (C) are essential, but they sit above the technical foundation that enables reliable, scalable analytics.

Relevant HRPA references (no external links): HRPA Study Guide - HR Metrics, Analytics, and Technology: data governance and infrastructure; HRPA Competency Framework - Reporting & Financial Management: establish data systems and controls for analytics.

NEW QUESTION # 36

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