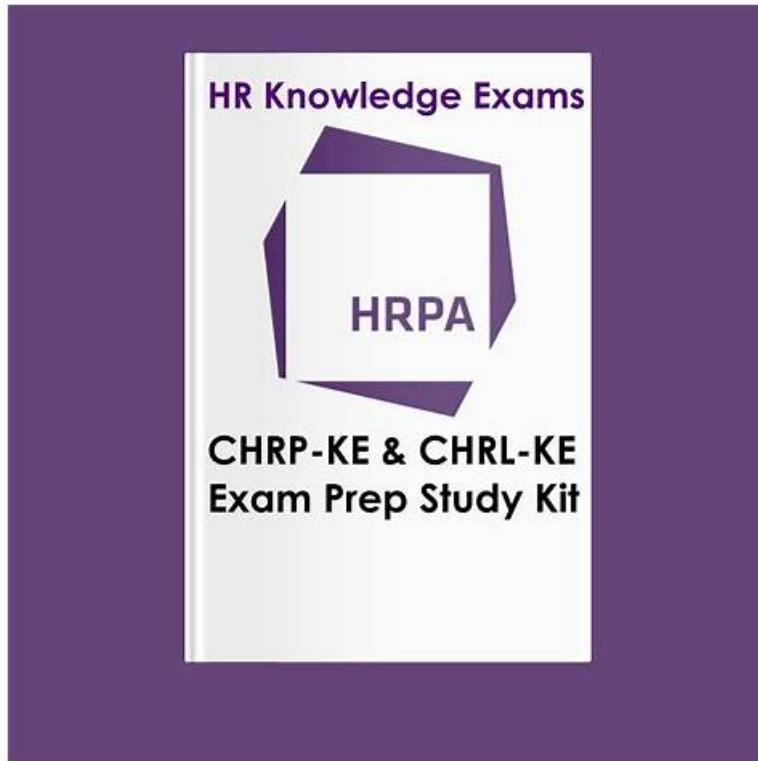


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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Finance & Accounting: This section of the exam measures the skills of HR Business Partners and focuses on understanding financial principles that impact HR decisions. It includes budgeting, financial statement analysis, cost-benefit assessments, and aligning HR initiatives with financial performance and business objectives.
Topic 2	<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.
Topic 3	<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.
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.
Topic 6	<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 7	<ul style="list-style-type: none"> Occupational Health & Safety

HRPA CHRP Knowledge Exam Sample Questions (Q61-Q66):

NEW QUESTION # 61

Which of the following is an example of lifestyle programming?

- A. Relaxation training
- B. Mindfulness
- C. Cognitive skills training
- D. Smoking cessation**

Answer: D

Explanation:

Under the HRPA Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), lifestyle programs are proactive health promotion initiatives aimed at reducing preventable health risks and promoting healthy living. Examples include smoking cessation, weight management, fitness, and nutrition programs.

Extract:

"Lifestyle programs promote healthy behaviors and reduce preventable health risks through initiatives such as smoking cessation and fitness activities." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Implement Health Promotion Programs) Option Analysis:

A: Correct - smoking cessation is a lifestyle health initiative.

B: Cognitive training targets mental performance, not health behaviour.

C/D: Mindfulness and relaxation are stress management techniques, not lifestyle programs.

Thus, A. Smoking cessation is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint -

NEW QUESTION # 62

Which of the following HR activities supports organizational guidelines to help prevent and address employee-related problems, such as unacceptable workplace conduct and poor punctuality?

- A. Employee advocacy
- B. Cultural audits
- **C. Policy development**
- D. HR planning

Answer: C

Explanation:

The HRPA framework for Labour and Employee Relations assigns HR accountability for developing, implementing, and communicating policies and procedures that set standards for conduct, attendance, and corrective action. Clear, consistently applied policies provide the guidelines that prevent issues and structure the organization's response (e.g., progressive discipline, attendance management). Cultural audits (diagnostic), employee advocacy (representation/support), and HR planning (staffing forecasts) do not, by themselves, establish enforceable guidelines for addressing conduct or punctuality.

NEW QUESTION # 63

What are 2 key factors that influence the market pay for jobs?

- A. Labour productivity and labour costs
- B. Employee education and employee experience
- **C. Labour supply and labour demand**
- D. Employee performance and employee mobility

Answer: C

Explanation:

Under the HRPA Human Resources Competency Framework (Functional Domain: Total Rewards), the determination of market pay levels is influenced primarily by labour market dynamics, specifically labour supply and demand.

When the demand for labour (employers needing specific skills) exceeds the supply of qualified workers, wages tend to rise.

Conversely, if labour supply exceeds demand, wages may stagnate or decrease.

Extract:

"Labour market pay rates are driven by the interaction of supply and demand for skills in the market, with competitive pressures determining compensation levels." (HRPA Competency Framework - Total Rewards, CHRP Level, Knowledge Area: External Market Competitiveness and Compensation Determination) Option Analysis:

A: Correct - represents the foundational economic principles of market pay.

B: Influences individual pay decisions, not overall market rates.

C: Internal performance and mobility factors do not drive external market pay.

D: Labour costs are a result of pay levels, not a determining factor.

Therefore, A. Labour supply and labour demand is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Total Rewards

CHRP Knowledge Exam Blueprint - Compensation Market Factors

HRPA Exam Preparation Guide - Labour Market and Pay Determinants

NEW QUESTION # 64

Which of the following types of digital technology can help incorporate more engagement in employee training?

- **A. Gaming**
- B. Data analytics
- C. Cloud computing
- D. Social media

Answer: A

Explanation:

The HRPA Competency Framework highlights leveraging learning technologies to enhance participation, practice, and feedback. Game-based learning/gamification increases engagement by adding interactive challenges, immediate feedback, and reinforcement mechanics that promote retention and application - all identified in HRPA's learning design guidance as methods that improve learner motivation and engagement.

Cloud computing (A) and data analytics (B) enable delivery and evaluation infrastructures; social media (D) can support collaboration. However, gaming most directly and reliably increases engagement within the training experience itself.

Relevant HRPA references: Professional Competency Framework - Learning & Development (apply digital learning strategies to improve engagement, practice, and transfer).

NEW QUESTION # 65

Considering risk control measures that can be used to minimize hazard exposure, which of the following is an example of controlling the hazard's path?

- A. Mopping the floor following a chemical spill.
- B. Replacing malfunctioning equipment.
- C. **Opening a window to provide ventilation.**
- D. Providing hearing protection to a worker.

Answer: C

Explanation:

HRPA's health and safety competencies require applying the hierarchy of controls and understanding control strategies at the source, along the path, and at the worker. Controlling the path refers to interrupting or redirecting the transmission of a hazard between source and worker (e.g., ventilation, isolation, or barriers). Opening a window to provide ventilation reduces airborne contaminant concentration along its path, fitting this category.

Mopping a spill (A) is housekeeping/source removal after release; replacing equipment (B) is a source/engineering control; hearing protection (C) is PPE at the worker.

Relevant HRPA references: Professional Competency Framework - Health, Wellness & Safe Workplace (apply the hierarchy of controls; distinguish source, path, and worker controls); Study Guide content on ventilation as a path control.

NEW QUESTION # 66

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