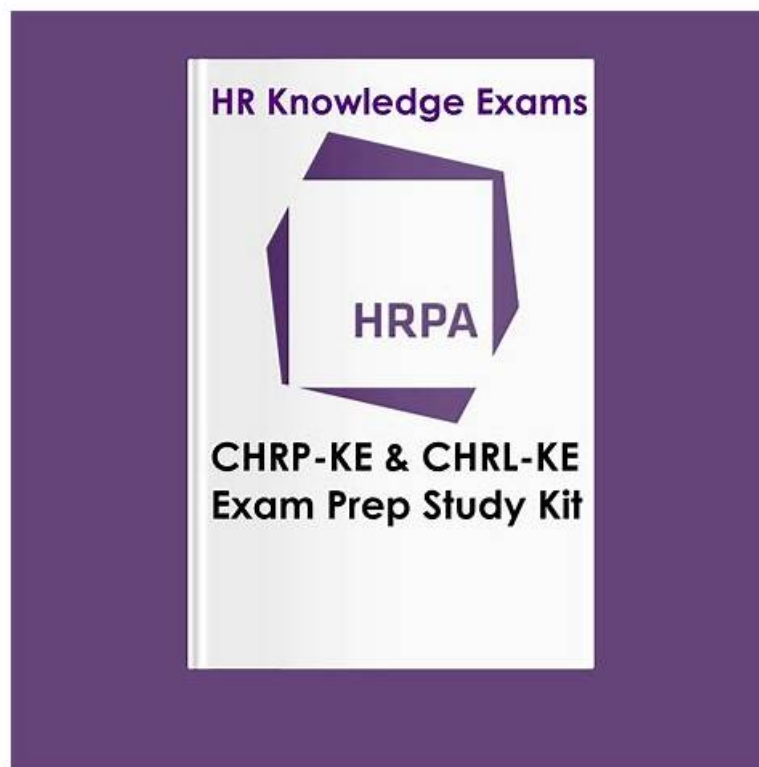


CHRP-KE考古題分享，最新CHRP-KE題庫



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伴隨著 HRPA 認證，越來越多的客戶注意到 HRPA 的重要性，目前是經濟衰退的時期，找一份工作不容易，考取 HRPA 認證的證書當然是有用的，能夠幫助你穩定你的位置，增加求職的法碼。如果你正在準備 CHRP-KE 考試題目和答案的電子圖書的形式或自我測試軟體，以獲得適當的知識和技能，急需通過 CHRP-KE 考試，可以憑藉 PDFExamDumps 考題網最新的題庫順利通過該考試。

HRPA CHRP-KE 考試大綱：

主題	簡介
主題 1	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.
主題 2	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.
主題 3	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.
主題 4	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.

主題 5	• 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.
主題 6	• Occupational Health & Safety

>> CHRP-KE考古題分享 <<

最新CHRP-KE題庫，CHRP-KE考試內容

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最新的 Certified Human Resources Professional CHRP-KE 免費考試真題 (Q65-Q70):

問題 #65

What is the primary goal of organizational development?

- A. To enhance the effectiveness of the organization and the well-being of its members through planned systemic change
- B. To make structural changes, such as altering the chain of command, to enhance the speed of organizational response to changing market conditions
- C. To quickly respond to external changes in the market by adopting new technologies or business strategies.
- D. To implement changes in business processes to reduce costs and improve efficiency.

答案: A

解題說明:

Organizational Development (OD) is defined in HRPA materials as a long-term, planned, systemic effort, grounded in behavioural science, aimed at improving organizational effectiveness and the well-being of its members. While OD may use structural adjustments (A) or process changes (B) as interventions, its primary aim is broader: culture, processes, and human systems are developed through planned change to enhance both organizational results and people outcomes. Option D captures responsiveness but not the developmental, system-wide, and people-centred focus central to OD.

Relevant HRPA references (no external links): HRPA Study Guide - Organizational Effectiveness: OD definitions and objectives; HRPA Competency Framework - Leading planned change and culture development.

問題 #66

Which of the following is an example of lifestyle programming?

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

答案: D

解題說明:

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 - Wellness and Lifestyle Programs
HRPA Exam Preparation Guide - Health Promotion

問題 #67

What is the term for an individual's interpretation of the potential for harm based on values, beliefs, and experience with a hazard?

- A. Risk assessment
- B. Risk propensity
- C. Risk aversion
- **D. Risk perception**

答案: D

解題說明:

Within the Health, Wellness, and Safe Workplace domain of the HRPA Professional Competency Framework, HR professionals are expected to understand factors that influence how employees recognize and respond to hazards. Risk perception refers to an individual's subjective interpretation of potential harm influenced by their values, beliefs, prior experiences, and understanding of the hazard. This affects safety behaviours and the acceptance of controls. By contrast, risk aversion (a preference to avoid risk), risk assessment (a systematic process to evaluate likelihood and severity), and risk propensity (a general tendency to take risks) are distinct constructs.

Relevant Framework Reference (HRPA): Health, Wellness, and Safe Workplace-hazard recognition, psychosocial factors, and worker perception; due diligence in safety communication and training (HRPA Professional Competency Framework; HRPA Study Guide-OHS risk concepts and behavioural influences).

問題 #68

Which of the following employee rights is incorporated into an employer's interpretation of due process?

- A. Employee privacy rights
- **B. Right to appeal of discipline**
- C. Job expectancy rights
- D. Contractual rights

答案: B

解題說明:

In the HRPA Human Resources Competency Framework (Functional Domain: Labour and Employee Relations), due process refers to the fair and consistent application of workplace policies and disciplinary actions.

A core component of due process is the employee's right to appeal disciplinary decisions, ensuring fairness, transparency, and the opportunity to present their case.

Extract:

"Due process in employee relations ensures that employees are informed of allegations, given an opportunity to respond, and provided access to an appeal mechanism in disciplinary procedures." (HRPA Competency Framework - Labour and Employee Relations, CHRP Level, Knowledge Area: Discipline and Grievance Procedures) Option Analysis:

A: Correct - the right to appeal is integral to due process.

B: Relates to privacy legislation, not due process.

C: Concerns job security expectations, not procedural fairness.

D: Refers to legal employment terms, not disciplinary procedure.

Thus, A. Right to appeal of discipline correctly represents due process in HR practice.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Labour and Employee Relations CHRP Knowledge Exam Blueprint - Employee Rights and Discipline
HRPA Exam Preparation Guide - Due Process and Fair Treatment in Employee Relations

問題 #69

Which ethical value described in HRP's Code of Ethics and Rules of Professional Conduct is an HR professional focused on when they promote and create opportunities to ensure inclusion for everyone in the workplace?

- A. Equity and fairness
- B. Respect
- C. Professionalism
- D. Trustworthiness

答案: A

解題說明:

The HRP's Code of Ethics and Rules of Professional Conduct sets out core values guiding HR practice. In promoting inclusion and creating opportunities so that everyone can participate and succeed, the HR professional is acting under the value of Equity and Fairness, which calls for impartial treatment, removal of systemic barriers, and decisions that advance inclusive access to opportunities, development, and advancement.

Respect emphasizes dignity, civility, and privacy in interactions.

Trustworthiness emphasizes honesty, candour, and integrity.

Professionalism refers to competence, due care, and adherence to professional standards.

While all apply, ensuring inclusion through equitable access most directly aligns with Equity and Fairness.

Reference (HRP):

HRP's Code of Ethics and Rules of Professional Conduct - Values: Equity and Fairness (commitment to impartiality and inclusive opportunity).

HRP Study Guide - Professional Practice and Ethics: applying equity principles to inclusive workplace practices.

問題 #70

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