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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Training & Development: This section of the exam measures the skills of Learning and Development Managers and focuses on employee training, skill development, and performance improvement. It includes designing training programs, conducting needs assessments, evaluating learning outcomes, and supporting career development initiatives.
Topic 2	<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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none">• Occupational Health & Safety

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HRPA CHRP Knowledge Exam Sample Questions (Q127-Q132):

NEW QUESTION # 127

Which of the following types of training is critically important for improving the success of employees on global assignments?

- A. Leadership development
- B. **Cross-cultural training**
- C. Diversity training
- D. Team training

Answer: B

Explanation:

The HRPA Human Resources Competency Framework (Functional Domain: Learning and Development) emphasizes cross-cultural training as essential for preparing employees for international or expatriate assignments.

Cross-cultural training develops awareness and adaptability to diverse cultural norms, values, and communication styles-improving adjustment, reducing culture shock, and enhancing job effectiveness abroad.

Extract:

"Cross-cultural training equips employees with the skills and sensitivity to operate effectively in international contexts, supporting successful global assignments." (HRPA Competency Framework - Learning and Development, CHRP Level, Key Competency:

Design and Deliver Learning Programs for Global Readiness) Option Analysis:

A: Diversity training focuses on domestic inclusion and awareness.

B: Leadership training builds managerial skills but not cultural adaptability.

C: Team training improves collaboration, not global adjustment.

D: Correct - directly addresses cultural integration for expatriates.

Therefore, D. Cross-cultural training is the correct answer.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Learning and Development

CHRP Knowledge Exam Blueprint - Global HR and Expatriate Management

HRPA Exam Preparation Guide - Cross-Cultural and Global Training

NEW QUESTION # 128

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

Answer: B

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 # 129

Which of the following is a tangible resource managed by the HR department?

- A. Employer brand
- B. **Health and wellness programs**
- C. Innovation capacity
- D. Managerial skills

Answer: B

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Strategy), resources managed by HR can be categorized as:

Tangible resources: Physical or measurable assets (e.g., compensation programs, health benefits, HR systems).

Intangible resources: Cultural and capability-based assets (e.g., leadership skills, innovation, reputation).

Extract:

"HR professionals manage both tangible assets, such as benefits and wellness programs, and intangible assets, such as leadership capability and organizational culture." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Align Human Capital Resources with Organizational Goals) A, C, and D are intangible resources.

B. Health and wellness programs are tangible HR-managed resources with measurable financial and operational impact.

Thus, B. Health and wellness programs is the correct answer.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint - Strategic Resource Management HRPA Exam Preparation Guide - HR's Strategic Role in Resource Alignment

NEW QUESTION # 130

Which of the following questions is relevant to auditing recruitment and selection practices?

- **A. Is the selection process consistently administered?**
- B. Is the cost of recruitment within budget?
- C. Are employees satisfied with their job roles after recruitment and selection?
- D. Is consideration given to employee performance when choosing a selection tool?

Answer: A

Explanation:

HRPA's guidance on recruitment and selection emphasizes standardization and consistency to ensure fairness, legal defensibility, and validity. Auditing R&S practices includes confirming that "selection steps are administered consistently across candidates, jobs, and time," alongside checks for documentation, reliability/validity evidence, and compliance with human rights legislation.

(A) touches criterion validity, but an audit question first verifies consistent administration before method choice.

(B) job satisfaction is a distal outcome and not a core audit control for selection practice.

(D) budget adherence is a financial audit metric, not a process integrity check for selection practice.

Relevant HRPA references (no external links):

HRPA Study Guide - Staffing/Selection: Standardization, Reliability, Validity, and Process Auditing

HRPA Competency Framework - Talent Acquisition: "apply fair, consistent, and compliant selection processes."

NEW QUESTION # 131

If management is willing to pay between \$17 and \$22 per hour for a job, and the union is willing to accept between \$20 and \$25 per hour, what is the bargaining zone of agreement?

- **A. \$20-22 per hour**
- B. \$17-25 per hour
- C. \$20-25 per hour
- D. \$17-22 per hour

Answer: A

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Labour and Employee Relations), HR professionals must understand collective bargaining concepts, including the bargaining zone or zone of potential agreement (ZOPA).

The bargaining zone represents the range in which the employer's and union's acceptable terms overlap.

Extract:

"The bargaining zone is the range of overlap between management's and the union's acceptable limits during negotiation." (HRPA Competency Framework - Labour and Employee Relations, CHRP Level, Knowledge Area: Collective Bargaining and Negotiation) Calculation:

Management range: \$17-22

Union range: \$20-25

Overlap (bargaining zone): \$20-22 per hour

Therefore, C. \$20-22 per hour is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Labour and Employee Relations CHRP Knowledge Exam Blueprint - Collective Bargaining Concepts HRPA Exam Preparation Guide - Negotiation and Bargaining Strategies

NEW QUESTION # 132

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