

# CHRP-KE Certification Exam Cost, Pdf CHRP-KE Files



## Blueprint

CHRP Knowledge Examination – (CHRP-KE)  
Human Resources Professionals Association

Version 2.3

Approved by CHRP Exam Validation Committee April 9, 2018

Approved by HRPA Registrar April 11, 2018

Effective June 2018

## Credential

Passing the CHRP Knowledge Examination (CHRP-KE) is a requirement for certification for CHRP candidates. The examination reflects the HRPA Professional HR Competency Framework (2014).

## Purpose

The CHRP-KE assesses whether a candidate has the level of discipline-specific knowledge necessary to practise human resources management at the CHRP level in a manner that is consistent with the protection of the public interest. Knowledge related exclusively to employment and workplace legislation is assessed on the CHRP Employment Law Examination.

## Structure

The structural variables provide high level guidance as to what the examination will look like.

Table 1: CKE 1 Blueprint Structural Variables

Item types	Independent 4-option multiple choice
Length	175 total items 20-30 experimental items
Duration	Up to 3½ hours
Delivery mode	Computer based testing in proctored test centres
Frequency	2 windows per year

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## HRPA CHRP Knowledge Exam Sample Questions (Q24-Q29):

### NEW QUESTION # 24

Which of the following modified work arrangements is designed to help employees with permanent disabilities who have either not been successful in competitive work environments or require substantial support to return to work?

- A. Light-duty work
- B. Work trials
- C. Supported and sheltered work
- D. Gradual work exposure

**Answer: C**

Explanation:

HRPA's disability management/return-to-work (RTW) guidance outlines a continuum of accommodations. Supported employment and sheltered work are specialized arrangements for individuals with permanent disabilities who need ongoing, substantial support or who have not succeeded in competitive employment. These emphasize structured support, supervision, and tailored tasks. In contrast, work trials (B) are short-term assessments of capability in regular roles, gradual work exposure (C) is a phased increase in hours/duties for reintegration, and light-duty work (D) temporarily reduces physical/mental demands-typically for transitional, not permanent, needs.

Relevant HRP references (no external links): HRP Study Guide - Disability Management and RTW Strategies: supported/sheltered work vs. transitional (light duty, gradual exposure, work trials); HRP Competency Framework - Health, Wellness & Safe Workplace: design appropriate accommodations and RTW plans.

### NEW QUESTION # 25

Which of the following modifications to an employee compensation program would most likely improve retention of top talent in a highly competitive industry?

- A. Introducing flexible benefits that allow employees to customize their compensation packages.
- B. Implementing a pay-for-performance system with significant bonuses
- C. Offering higher base salaries.
- D. Providing educational assistance to support professional development goals.

**Answer: C**

Explanation:

HRPA Total Rewards guidance distinguishes base pay as the foundation of market competitiveness and retention. In highly competitive talent markets, increasing base salary most directly addresses external offers and reduces flight risk for top performers. Variable bonuses (A) may motivate but are uncertain; flexible benefits (B) and education assistance (C) enhance overall value but typically have weaker immediate retention effects compared with ensuring base pay is competitive with the market.

Reference:

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### NEW QUESTION # 26

In the process of environmental scanning, which stage involves systematically following key indicators that may affect the organization?

- A. Scanning
- B. Forecasting
- C. Assessing
- D. Monitoring

**Answer: D**

Explanation:

The environmental scanning cycle recognized in HRP strategy content distinguishes: Scanning (detecting early signals), Monitoring (systematically tracking selected indicators over time), Forecasting (projecting potential outcomes), and Assessing (interpreting organizational implications). The stage that systematically follows key indicators is Monitoring.

#### NEW QUESTION # 27

An organization sends a service employee to a training program to improve their customer service skills. What goal is the organization trying to achieve?

- A. Supporting the employee in performing future job responsibilities.
- B. Helping the employee improve their well-being.
- C. Helping the employee in their current role.
- D. Assisting the employee in achieving their long-term career goals

**Answer: C**

Explanation:

HRPA differentiates training from development. Training is current-role focused, aiming to close immediate skill gaps (e.g., enhancing customer service competencies to perform present duties). Development (C and B) targets future roles and long-term growth, while wellness initiatives (D) address health and well-being rather than job performance. This scenario clearly aligns with training for current role effectiveness.

#### NEW QUESTION # 28

Which of the following creates a list of important duties and job responsibilities performed by jobholders that lead to job success?

- A. Functional job analysis
- B. The critical incident method
- C. The position analysis method
- D. Task inventory analysis

**Answer: D**

Explanation:

Within the Workforce Planning and Talent Management domain, HRP's guidance on job analysis describes task (or job) inventory analysis as a systematic technique in which jobholders and/or subject-matter experts generate a comprehensive list of tasks/duties and responsibilities, which are then rated for frequency, importance, and criticality to job success. This produces the foundational content for job descriptions, selection criteria, training, and evaluation.

By contrast, the critical incident method captures examples of exceptionally effective or ineffective behaviours (not a full task list). Functional Job Analysis focuses on detailed task statements and levels of interaction with data, people, and things, emphasizing rating dimensions rather than simply producing a prioritized list. "Position analysis method" is a generic label and does not, on its own, denote the structured task listing central to task inventories.

Relevant HRP references: HRP Professional Competency Framework - Workforce Planning and Talent Management (job analysis techniques, task inventories for defining job content); HRP Study Guide - Job Analysis and Design (task lists rated by importance/criticality to inform HR systems).

#### NEW QUESTION # 29

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