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HRP A CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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 5	<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 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.
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HRPA CHRP Knowledge Exam Sample Questions (Q136-Q141):

NEW QUESTION # 136

Which of the following is a goal of psychological first aid training in the workplace?

- A. To train counsellors for the workplace
- **B. To increase mental health literacy among staff**
- C. To educate employees on the causes of workplace stressors
- D. To educate supervisors on the costs of mental health issues

Answer: B

Explanation:

In HRP A's health, safety, and wellness guidance, psychological first aid (PFA) training is positioned as a frontline skillset that builds mental health literacy, enabling employees and leaders to recognize signs of distress, provide immediate supportive responses, and encourage appropriate referral-without turning staff into clinicians. It is not intended to train employees as counsellors, nor is it limited to explaining stress causes or costing; its core aim is to equip the workforce with practical, early-response knowledge and skills that support psychological health and safe return-to-function.

NEW QUESTION # 137

External scanning, monitoring, and competitive intelligence are important factors contributing to which type of external analysis?

- A. Markov analysis
- **B. Strengths, weaknesses, opportunities, and threats (SWOT) analysis**
- C. Environmental forecasting
- D. Delphi technique

Answer: B

Explanation:

In the HRP A Strategy domain, environmental scanning and competitive intelligence are inputs used to identify opportunities and threats in a SWOT analysis. SWOT integrates external insights (opportunities/threats) with internal assessment (strengths/weaknesses) to guide strategic choices. Environmental forecasting (A) and Delphi (B) are forecasting methods, and Markov analysis (D) is a workforce movement model, not an external strategic analysis.

NEW QUESTION # 138

What are "blind" job ads?

- A. Ads that include Braille or audio components.
- **B. Ads that do not identify the organization hiring**
- C. Ads that do not disclose compensation ranges for the position.

- D. Ads that promote walk-in drop-off of resumes and CVs.

Answer: B

Explanation:

Recruitment guidance in the HRP A Study Guide describes blind advertisements as postings that omit the employer's identity (often using a box number or recruiter contact) to preserve confidentiality during sourcing. Lack of salary disclosure (A), accessible format (C), or application method (D) do not define a blind ad.

Relevant HRP A Reference: HRP A Study Guide - Recruitment and Sourcing (job advertisement types, including blind/boxed ads).

NEW QUESTION # 139

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

Answer: D

Explanation:

HRP A'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 HRP A 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 # 140

Which of the following is most likely to add more tasks to a job?

- A. Job enrichment
- B. Job sharing
- C. Job grading
- **D. Job enlargement**

Answer: D

Explanation:

Within HRP A's Job Design content, job enlargement is defined as the horizontal expansion of a job-adding a greater number and variety of tasks at the same level of responsibility. By contrast, job enrichment increases depth (autonomy, responsibility, decision authority), job sharing divides one full-time job between two people, and job grading/classification groups jobs into classes for pay structure purposes rather than changing task content.

Relevant HRP A references (no external links):

HRP A Study Guide - Organizational Effectiveness: Job Design (job enlargement vs. enrichment), Job Sharing, Job Classification.

HRP A Competency Framework - Organizational Effectiveness: design and redesign of jobs to improve efficiency and motivation.

NEW QUESTION # 141

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