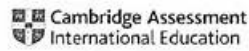


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Cambridge International AS & A Level

CANDIDATE NAME:

CENTRE NUMBER:

CANDIDATE NUMBER:

CHEMISTRY **9701/42**

Pre Mock Exam **2 hours**

You must answer on the question paper.

No additional materials are needed.

INSTRUCTIONS

- Answer all questions.
- Use a black or dark blue pen. You may use an HB pencil for any diagrams or graphs.
- Write your name, centre number and candidate number in the boxes at the top of the page.
- Write your answer to each question in the space provided.
- Do not use an erasable pen or correction fluid.
- Do not write on any bar codes.
- You may use a calculator.
- You should show all your working and use appropriate units.

INFORMATION

- The total mark for this paper is 100.
- The number of marks for each question or part question is shown in brackets []
- The Periodic Table is printed in the question paper.
- Important values, constants and standards are printed in the question paper.

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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"> • 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"> • 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 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"> • 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 7	<ul style="list-style-type: none"> • Occupational Health & Safety
Topic 8	<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 9	<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.

>> **CHRP-KE Valid Exam Format** <<

CHRP-KE Vce File & Valid CHRP-KE Exam Question

Candidates who become HRPA CHRP-KE certified demonstrate their worth in the HRPA field. CHRP-KE certification is proof of their competence and skills. This is a highly sought after credential and it makes career advancement easier for the candidate. To become HRPA CHRP-KE Certified, you must pass the CHRP Knowledge Exam (CHRP-KE) Exam. For this task, you need actual and updated CHRP-KE Questions.

HRPA CHRP Knowledge Exam Sample Questions (Q130-Q135):

NEW QUESTION # 130

Which of the following is an essential part of an effective plan to implement an HR Information System?

- A. Rigorous and thorough cost-benefit analysis.
- B. Flexibility to expand the project scope to meet changing business needs.
- C. Detailed communications made fully available through online updates.
- **D. Clearly defined project scope with measurable goals**

Answer: D

Explanation:

In HRPAs HR Technology and Analytics content, effective HRIS implementation is treated as a project management exercise that starts with a clearly defined scope, success criteria, and measurable goals (timelines, deliverables, data requirements, roles). Clear scope prevents scope creep, anchors stakeholder alignment, and guides configuration, testing, and change management. Cost-benefit analysis (B) is important in the business case phase, but the core implementation plan depends first on scope and measurable goals.

Communications (A) are a key change-management activity, driven by the project scope and goals.

Expanding scope (C) undermines control and is discouraged; change requests should be governed, not encouraged.

Relevant HRPAs references (no external links):

HRPA Study Guide - HR Metrics/Technology: HRIS project planning (scope, milestones, success measures).

HRPA Competency Framework - Reporting & Financial Management: managing HR technology projects with defined outcomes.

NEW QUESTION # 131

What is the primary goal of organizational development?

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

Answer: C

Explanation:

Organizational Development (OD) is defined in HRPAs 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 HRPAs references (no external links): HRPAs Study Guide - Organizational Effectiveness: OD definitions and objectives; HRPAs Competency Framework - Leading planned change and culture development.

NEW QUESTION # 132

Which of the following is an example of downward communication?

- A. Suggestion system
- B. Employee surveys
- C. Open-door policy
- D. Intranet

Answer: D

Explanation:

The HRPAs Human Resources Competency Framework (Functional Domain: Organizational Effectiveness) identifies communication systems as essential for organizational coordination and culture.

Downward communication refers to information flowing from management to employees, often to provide instructions, policies, or updates.

Intranet serves as a downward communication channel, used by management to share policies, announcements, and procedures.

Employee surveys, open-door policies, and suggestion systems represent upward communication, where employees provide feedback to management.

Extract:

"Downward communication transmits organizational goals, policies, and procedures from management to employees through structured channels such as newsletters, intranets, and memos." (HRPAs Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Communication and Change Management) Thus, B. Intranet correctly represents downward communication.

Verified Reference Summary:

HRPAs Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint - Communication and Organizational Design HRPAs Exam Preparation Guide - Communication Systems and Structures

NEW QUESTION # 133

What is the role of the Canadian Human Rights Tribunal?

- A. To develop and conduct education and prevention programs
- **B. To review evidence and determine whether discriminatory practices occurred**
- C. To administer and enforce the Employment Equity Act
- D. To investigate and refer allegations of discrimination

Answer: B

Explanation:

HRPA's employment law content distinguishes between federal human rights bodies: the Canadian Human Rights Commission (CHRC) and the Canadian Human Rights Tribunal (CHRT). The CHRC investigates and may refer cases; the Tribunal is an adjudicative body that hears evidence and decides whether a discriminatory practice occurred and orders appropriate remedies. Education and prevention (B) are CHRC functions; Employment Equity Act administration (C) is not the Tribunal's adjudicative role; investigation and referral (D) are CHRC responsibilities.

Relevant Framework Reference: HRPA Study Guide - Labour & Employment Law (federal human rights system roles: CHRC investigation/settlement; CHRT adjudication and remedies).

NEW QUESTION # 134

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

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

Answer: A

Explanation:

In the HRPA 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 # 135

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