

CHRP-KE認定デベロッパー & CHRP-KE資料的中率



Blueprint

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

Version 2.3

Approved by CHRP Exam Validation Committee April 9, 2018

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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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さらに、JPNTest CHRP-KEダンプの一部が現在無料で提供されています: <https://drive.google.com/open?id=1qzkT3FE5MzC-9bwkIbjnzANbjttuwc7a>

HRPAのCHRP-KE試験クイズを選択するのは賢明な決定です。この決定は将来の開発に大きな影響を与える可能性があるためです。証明書を持っていることは、あなたが常に夢見ていたことかもしれません。CHRP-KE試験問題は、JPNTest質の高いサービスを提供し、証明書の取得に役立ちます。当社のCHRP-KE学習教材は、長年の実践的な努力の後に作成されており、そのCHRP Knowledge Exam品質は実践テストに耐えることができます。そして、あなたはCHRP-KE学習ガイドのためだけにCHRP-KE認定を取得します。

HRPA CHRP-KE 認定試験の出題範囲:

トピック	出題範囲
トピック 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.
トピック 2	<ul style="list-style-type: none">Occupational Health & Safety
トピック 3	<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.

トピック 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.
トピック 5	<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.
トピック 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.
トピック 7	<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.

>> CHRP-KE認定デベロッパー <<

HRPA CHRP-KE資料の中率、CHRP-KE無料サンプル

ユーザーのオフライン読書を促進するために、CHRP-KEスタディブレインダンプは、特にユーザー向けのPDFモードを開発するために、破片の時間をより有効に活用して学習できます。このモードでは、ユーザーは学習教材内のCHRP-KE準備ガイドをダウンロードして印刷することができ、紙にメモを取るのが簡単で、記憶の弱いリンクがあり、すべてのユーザーが無制限の数の学習をダウンロードして大幅に改善できますCHRP-KE試験問題を使用したユーザーの効率。CHRP-KE準備ガイドは、この点でユーザーの需要を満たすのに非常に役立ち、ユーザーが学習した内容を継続的に統合して良い環境で読み書きできるようにします。

HRPA CHRP Knowledge Exam 認定 CHRP-KE 試験問題 (Q30-Q35):

質問 #30

Which factor is generally the most difficult to justify when making an HR Information System investment decision?

- A. Balancing the investment's benefit-cost analysis
- B. Demonstrating ways to manage operational and legal risks
- C. Detaching the investment cost from previous project cost issues
- **D. Showing improvement in the organization's effectiveness**

正解: D

解説:

In the HRPA Human Resources Competency Framework (Functional Domain: Reporting and Financial Management), HR professionals are expected to assess, justify, and manage investments in HR technology systems (HRIS).

While cost-benefit analysis and risk management are quantifiable, demonstrating improvement in overall organizational effectiveness is the most difficult justification, because it involves indirect and long-term impacts (e.g., employee satisfaction, process efficiency, and decision-making quality).

Extract:

"The greatest challenge in HR technology investment decisions lies in quantifying the strategic and organizational effectiveness gains resulting from system implementation." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level, Key Competency: Evaluate and Implement HR Information Systems) Therefore, D. Showing improvement in the organization's effectiveness is correct, as it is complex to measure and justify financially compared to direct cost or risk-related factors.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Reporting and Financial Management CHRP Knowledge Exam Blueprint - HR Technology and Systems HRPA Exam Preparation Guide - HRIS Cost-Benefit and Value Assessment

質問 # 31

What is the purpose of the National Standard for Psychological Health and Safety in the Workplace?

- A. To create awareness of workplace stressors
- **B. To provide organizations with tools to improve psychological health and safety**
- C. To require large employers to have an employee and family assistance program
- D. To mandate legislation to address employee psychological health and safety

正解: B

解説:

The HSPA competency area for Health, Wellness, and Safe Workplace expects HR to implement recognized standards and practices that support psychological health. The National Standard for Psychological Health and Safety in the Workplace (CSA Z1003 / MHCC) is a voluntary framework that offers policies, procedures, and implementation tools to systematically identify, assess, and control psychosocial hazards and to promote a psychologically healthy and safe workplace.

It goes beyond simple awareness (A) by providing structured implementation guidance.

It does not mandate EFAPs (B) nor create legislative obligations (D); rather, it guides organizations to build comprehensive psychological H&S programs consistent with due diligence and continuous improvement.

Relevant Framework Reference (HSPA):

Professional Competency Framework: competencies on implementing health and safety programs, including psychological health and safety practices.

HSPA Study Guide: overview of the National Standard (voluntary nature; framework, tools, and guidance for organizational implementation).

質問 # 32

Which of the following activities can identify new safety hazards and ensure hazard controls are functioning effectively?

- A. Training
- B. Substitution
- **C. Auditing**
- D. Re-engineering

正解: C

解説:

Within the Health, Wellness, and Safe Workplace domain of the HSPA Professional Competency Framework, Competency C144 outlines that HR professionals are expected to "contribute to the evaluation of organizational health and safety programs and policies to ensure compliance and effectiveness." One of the key tools used to evaluate and verify the effectiveness of workplace safety programs is auditing.

Auditing involves a systematic review of workplace operations, policies, and hazard control mechanisms to:

Identify new or emerging safety hazards,

Evaluate whether existing hazard controls are working effectively, and

Ensure compliance with occupational health and safety legislation, including the Ontario Occupational Health and Safety Act (OHSA).

Audits are proactive in nature and serve as a critical part of continuous improvement within a workplace's health and safety management system. Through internal or external safety audits, organizations can determine whether control measures such as personal protective equipment (PPE), training programs, or engineering controls are adequately mitigating risks.

By contrast:

Re-engineering (Option A) refers to redesigning processes or work environments and may reduce hazards but does not primarily evaluate hazard controls.

Training (Option C) helps workers understand hazards and procedures but is not an evaluation tool for existing controls.

Substitution (Option D) is a hazard control strategy where a less hazardous material or process replaces a more dangerous one; again, it's a control measure, not an evaluative process.

Relevant Framework Reference:

HSPA Professional Competency Framework - Competency C144 (Health, Wellness, and Safe Workplace) Ontario Occupational Health and Safety Act - Due Diligence and Program Evaluation Requirements HSPA Study Guide - Health and Safety Program Evaluation and Auditing Content Auditing aligns with the due diligence requirement under OHSA and ensures that the employer is continuously monitoring and improving its safety systems to prevent incidents and legal liability.

質問 # 33

What is the primary goal of organizational development?

- A. To implement changes in business processes to reduce costs and improve efficiency.
- 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 enhance the effectiveness of the organization and the well-being of its members through planned systemic change**

正解: D

解説:

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.

質問 # 34

A training department wants to demonstrate to the executive team that a training program had a direct impact on meeting organizational goals. As part of its training evaluation process, the department should collect data that assesses which of the following?

- A. The trainees' confidence level in performing the new skill
- B. The trainer's performance during the training session
- **C. How long it took the trainees to apply what they learned in their workplace settings**
- D. The trainees' opinion of the support they received from their supervisor when applying their newly acquired skill in the workplace

正解: C

解説:

The HRPA Study Guide situates evaluation within a results-focused model (commonly framed in practice through reaction, learning, behaviour/transfer, and results). To show direct impact on organizational goals, data must at least evidence behavioural transfer (i.e., that learning is being applied on the job) and connect to operational metrics. Of the options given, measuring how long it took trainees to apply what they learned on the job captures a concrete transfer metric that can be linked to time-to-productivity, cycle time, error rates, or other organizational performance indicators-allowing the training function to argue causation or contribution to goals.

By contrast, confidence (B) and trainer performance (C) are reaction/learning indicators, and perceived supervisor support (D) is a transfer enabler rather than evidence of impact. HRPA competencies emphasize using post-training performance and transfer measures to demonstrate value and alignment with organizational outcomes.

質問 # 35

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CHRP-KE試験の準備中に常に楽観的な心を持ち続けている場合、CHRP-KE試験に合格し、関連するCHRP-KE認定を取得することは非常に簡単だと深く信じています。近い将来、もちろん、楽観的な心を保つ方法は多くの人が答えるのが非常に難しい質問であることも知っています。私たちに知られているように、意志があるところには方法があります。この分野の専門家であるため、CHRP-KE試験問題の助けを借りて素晴らしい結果が得られると信じています。

CHRP-KE資料的中率: <https://www.jpntest.com/shiken/CHRP-KE-mondaishu>

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