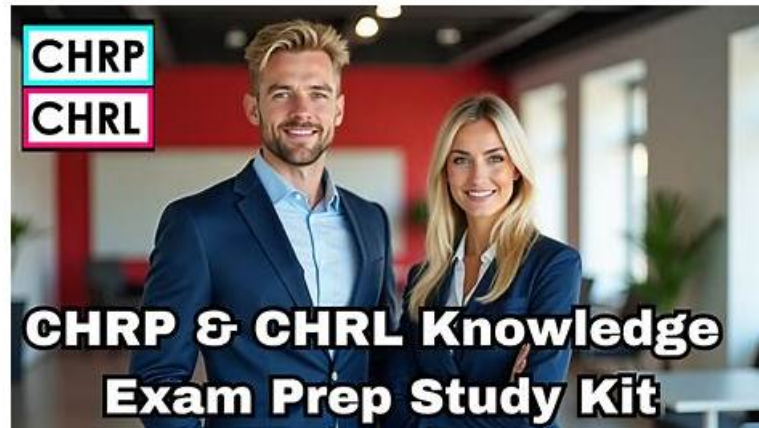


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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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"> • 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 7	<ul style="list-style-type: none"> • Occupational Health & Safety
Topic 8	<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 9	<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.

HRPA CHRP Knowledge Exam Sample Questions (Q46-Q51):

NEW QUESTION # 46

Which of the following is an example of a developmental decision based on the results of an employee's performance appraisal?

- A. Giving an employee more training
- B. Giving an employee a pay increase
- C. Demoting an employee
- D. Promoting an employee

Answer: A

Explanation:

HRPA differentiates administrative appraisal outcomes (e.g., promotion, pay, discipline) from developmental outcomes (e.g., training, coaching, development plans). Assigning more training directly addresses skill gaps identified in the appraisal and is a classic developmental decision.

NEW QUESTION # 47

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

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

Answer: B

Explanation:

According to the HRP 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 HRP Exam Preparation Guide - HR's Strategic Role in Resource Alignment

NEW QUESTION # 48

The third category of job performance, counterproductive behaviour, divides those behaviours into 4 sub-categories. Which of the following pairs of sub-categories demonstrates behaviour that intentionally disadvantages the organization?

- A. Production deviance and personal aggression
- B. Political deviance and personal aggression
- C. Property deviance and political deviance
- **D. Production deviance and property deviance**

Answer: D

Explanation:

In the HRP Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), job performance is often analyzed using three categories:

Task performance - Job-specific duties and responsibilities.

Citizenship behaviour - Voluntary, positive employee actions.

Counterproductive work behaviour (CWB) - Intentional actions that harm the organization or its members.

CWBs are divided into four sub-categories:

Production deviance - Wasting resources, intentionally working slowly.

Property deviance - Theft, sabotage, misuse of company assets.

Political deviance - Gossip, favoritism, undermining coworkers.

Personal aggression - Harassment, abuse, or violence toward others.

Among these, production deviance and property deviance both directly disadvantage the organization by lowering productivity or damaging assets.

Extract:

"Counterproductive behaviours targeting the organization, such as property or production deviance, represent deliberate acts that undermine organizational performance." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Job Performance and Employee Behaviour) Therefore, B. Production deviance and property deviance is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Performance and Counterproductive Behaviour HRP Exam Preparation Guide - Employee Performance and Behaviour

NEW QUESTION # 49

Which of the following performance appraisal methods requires the rater to compose a statement describing employee characteristics?

- A. Behavioural checklist method
- B. Forced-choice method
- C. Behaviour observation method
- **D. Essay method**

Answer: D

Explanation:

The essay method is a narrative appraisal technique in which the rater writes a free-form statement describing an employee's

characteristics, behaviours, strengths, weaknesses, and development needs. HRPAs performance management content distinguishes narrative methods (e.g., essays) from structured techniques such as behavioural checklists (predefined items checked off), behaviour observation scales (systematic observation and rating of defined behaviours), and forced-choice formats (rater selects from keyed statement sets). The hallmark of the essay method is that the evaluator composes a written narrative, rather than completing predetermined scales or checklists.

Relevant HRPAs references (no external links): HRPAs Study Guide - Performance Management/Appraisal Methods (narrative/essay, checklist, BARS/BOS, and forced-choice distinctions); HRPAs Competency Framework - Total Rewards: Performance management processes and tools.

NEW QUESTION # 50

Which of the following types of digital technology can help incorporate more engagement in employee training?

- A. Gaming
- B. Data analytics
- C. Social media
- D. Cloud computing

Answer: A

Explanation:

The HRPAs Competency Framework highlights leveraging learning technologies to enhance participation, practice, and feedback. Game-based learning/gamification increases engagement by adding interactive challenges, immediate feedback, and reinforcement mechanics that promote retention and application - all identified in HRPAs learning design guidance as methods that improve learner motivation and engagement.

Cloud computing (A) and data analytics (B) enable delivery and evaluation infrastructures; social media (D) can support collaboration. However, gaming most directly and reliably increases engagement within the training experience itself.

Relevant HRPAs references: Professional Competency Framework - Learning & Development (apply digital learning strategies to improve engagement, practice, and transfer).

NEW QUESTION # 51

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