

Pass Guaranteed Quiz 2026 HRPA CHRP-KE: Authoritative CHRP Knowledge Exam Top Questions



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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"> Occupational Health & Safety
Topic 3	<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 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"> 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.
Topic 6	<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 7	<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 8	<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 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 Top Questions** <<

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HRPA CHRP Knowledge Exam Sample Questions (Q127-Q132):

NEW QUESTION # 127

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

Answer: B

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 # 128

Which types of graphics are most effective for illustrating the relationship between 2 variables?

- A. Line graphs and scatterplots**
- B. Frequency histograms and distributions
- C. Flow charts and tree charts
- D. Pie charts and bar graphs

Answer: A

Explanation:

HRPA's guidance on HR metrics and analytics emphasizes selecting visualizations that match the analytical purpose. To show relationships between two variables, the recommended visuals are scatterplots (to display association/correlation between X and Y) and line graphs (to show how one variable changes with another across time or an ordered scale). Pie charts show composition, flow/tree charts show processes or hierarchies, and histograms show distributions-not bivariate relationships.

Relevant HRP A references: Reporting and Financial Management-data visualization principles for HR analytics.

NEW QUESTION # 129

Which of the following circumstances is most likely to result in an overt traumatic injury?

- A. Working in an unnatural position
- B. Applying force to hinge joints
- C. Being caught under or between pieces of machinery
- D. Being harassed by a co-worker

Answer: C

Explanation:

Within the HRP A Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals must understand different categories of workplace injuries to ensure proper risk management and compliance with the Occupational Health and Safety Act (OHSA).

An overt traumatic injury is a sudden injury resulting from a specific event or accident-such as being caught in, under, or between machinery-causing immediate harm (e.g., crushing or amputation).

Extract:

"Overt traumatic injuries result from sudden, forceful incidents such as being struck by or caught between equipment, requiring immediate emergency response and investigation." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Identify and Control Workplace Hazards) Option Analysis:

A: Unnatural positions cause repetitive strain or musculoskeletal disorders (chronic injuries).

B: Correct - describes an acute, traumatic event.

C: Harassment leads to psychological harm, not physical trauma.

D: Force on joints may cause strain, not an overt traumatic injury.

Therefore, B. Being caught under or between pieces of machinery correctly identifies the situation most likely to cause an overt traumatic injury.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Occupational Health and Safety Ontario Occupational Health and Safety Act, R.S.O. 1990 HRP A Exam Preparation Guide - Workplace Accidents and Injury Prevention

NEW QUESTION # 130

What are 2 key factors that influence the market pay for jobs?

- A. Employee education and employee experience
- B. Labour productivity and labour costs
- C. Labour supply and labour demand
- D. Employee performance and employee mobility

Answer: C

Explanation:

Under the HRP A Human Resources Competency Framework (Functional Domain: Total Rewards), the determination of market pay levels is influenced primarily by labour market dynamics, specifically labour supply and demand.

When the demand for labour (employers needing specific skills) exceeds the supply of qualified workers, wages tend to rise.

Conversely, if labour supply exceeds demand, wages may stagnate or decrease.

Extract:

"Labour market pay rates are driven by the interaction of supply and demand for skills in the market, with competitive pressures determining compensation levels." (HRPA Competency Framework - Total Rewards, CHRP Level, Knowledge Area: External Market Competitiveness and Compensation Determination) Option Analysis:

A: Correct - represents the foundational economic principles of market pay.

B: Influences individual pay decisions, not overall market rates.

C: Internal performance and mobility factors do not drive external market pay.

D: Labour costs are a result of pay levels, not a determining factor.

Therefore, A. Labour supply and labour demand is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Total Rewards

NEW QUESTION # 131

Which of the following assessment types considers the different perspectives of HR professionals, supervisors, and other managers when identifying challenges that can be met through training or development?

- A. Career management assessment
- B. Learning principles assessment
- C. Transference assessment
- D. Needs assessment

Answer: D

Explanation:

Within the Learning and Development domain of the HRP A Competency Framework, HR practitioners are expected to conduct a systematic needs assessment that captures input from multiple stakeholders (e.g., HR, supervisors, managers) to diagnose performance gaps and determine whether training or non-training solutions are appropriate. The HRP A Study Guide describes needs assessment as a front-end analysis that typically includes organizational analysis, task/role analysis, and person analysis, each requiring perspectives from HR, line leaders, and managers to ensure alignment with business goals and operational realities. By design, the needs assessment triangulates these perspectives to identify issues that training can address (knowledge/skill gaps) versus issues that require other interventions (process, structure, or resources).

Relevant HRP A references: Learning and Development-Needs Assessment/Analysis; Organizational, Task, and Person Analysis; competencies requiring HR to "analyze learning needs using data from multiple stakeholders" and to "align learning with organizational objectives."

NEW QUESTION # 132

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