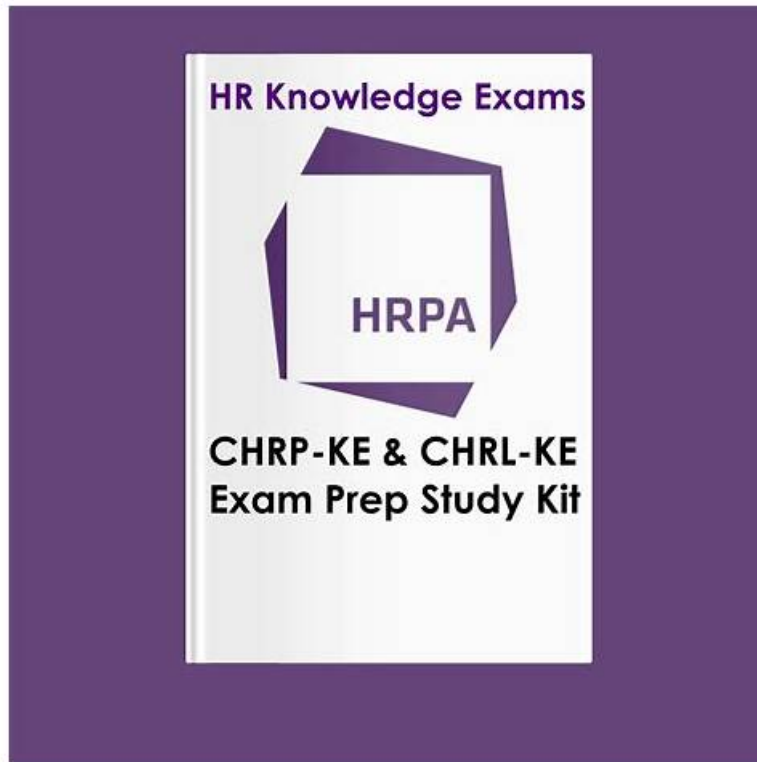


# HRPA - CHRP-KE - Efficient CHRP Knowledge Exam Test Labs



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## HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>Labour Relations</li> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>Occupational Health &amp; Safety</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 5	<ul style="list-style-type: none"> <li>• <b>Compensation:</b> 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.</li> </ul>
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>> **CHRP-KE Test Labs** <<

## CHRP-KE New Dumps, CHRP-KE Pdf Files

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### HRPA CHRP Knowledge Exam Sample Questions (Q71-Q76):

#### NEW QUESTION # 71

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

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

**Answer: D**

Explanation:

In HRPAs 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 # 72

An organization has 20 separations during a month, with an average of 500 employees throughout the month. What was the organization's turnover rate?

- A. 25%
- B. 2%
- **C. 4%**
- D. 96%

**Answer: C**

Explanation:

HRPA's metrics and analytics guidance defines employee turnover rate for a period as:

(Number of separations during the period ÷ Average number of employees during the period) × 100.

Applying the formula:  $20 \div 500 = 0.04$ ;  $0.04 \times 100 = 4\%$ .

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Reporting and Financial Management (selection and calculation of HR metrics).

HRPA Study Guide - HR Metrics and Analytics (turnover rate definition and calculation).

#### NEW QUESTION # 73

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

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

**Answer: A**

Explanation:

Within the HRP 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 Exam Preparation Guide - Workplace Accidents and Injury Prevention

#### NEW QUESTION # 74

Which component of the 4-component strategy to reduce work-related psychosocial disorders could include an employee and family assistance program?

- A. A focus on organizational change
- B. A focus on psychological services
- C. A focus on information
- D. A focus on stressors

**Answer: B**

Explanation:

Within the HRP Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are responsible for promoting psychological health and preventing psychosocial disorders in the workplace.

The 4-component strategy to reduce psychosocial disorders includes:

A focus on information - Education and awareness about mental health.

A focus on organizational change - Modifying work conditions and management practices to reduce stressors.

A focus on stressors - Identifying and addressing workplace sources of psychological strain.

A focus on psychological services - Providing access to professional support, such as Employee and Family Assistance Programs (EFAPs).

Extract:

"Psychological services, including employee and family assistance programs, are part of a comprehensive strategy to support mental health and address psychosocial disorders." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Implement Health Promotion and Psychological Support Programs) Therefore, C. A focus on psychological services is correct, as EFAPs directly provide confidential counseling and mental health resources to employees and their families.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Psychological Health and Wellness HRP Exam Preparation Guide - Psychosocial Risk Management and EFAP Programs

#### NEW QUESTION # 75

