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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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	• 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.

HRPA CHRP Knowledge Exam Sample Questions (Q86-Q91):

NEW QUESTION # 86
Which of the following is the greatest challenge for HR professionals when measuring employee productivity?

- A. Measuring the advocacy behaviour of employees
- B. Maintaining a strong locus of control
- C. Creating a suitable contingency anchor
- D. Determining the most relevant indicators

Answer: D

Explanation:
According to the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), measuring employee productivity is essential for evaluating workforce efficiency and organizational performance. However, the greatest challenge lies in identifying appropriate, reliable, and measurable productivity indicators that reflect the diversity of job roles and outputs.
Extract:
"HR professionals identify and apply relevant performance indicators to measure productivity, recognizing that selecting valid and reliable metrics is a key challenge in evaluating workforce effectiveness." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Measure and Improve Organizational Performance) Why Option A is correct:
Productivity metrics vary widely across roles and industries.
Selecting the most relevant and measurable indicators that capture both quality and quantity of output is the hardest part.
Why other options are incorrect:
B: "Contingency anchor" is not an HR measurement concept.
C: Advocacy behavior relates to engagement, not direct productivity measurement.
D: "Locus of control" is a psychological trait, not a measurement challenge.

Therefore, A. Determining the most relevant indicators is correct, as it captures the central analytical difficulty HR faces in productivity assessment.
Verified Reference Summary:
HRPA Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Performance and Productivity Measurement

NEW QUESTION # 87
Which of the following HR tools documents information to support administrative decisions related to employee retention, development, and termination?

- A. Needs assessment
- B. Performance management system
- C. Workflow analysis
- D. Position analysis questionnaire

Answer: B

Explanation:
The HRPA framework positions the performance management system as the core mechanism to set expectations, assess performance, provide feedback, and document development plans and corrective actions. The resulting records support administrative decisions related to retention (e.g., recognition, progression), development (e.g., learning plans, coaching), and termination (e.g., performance documentation, due process).
Workflow analysis (A) examines processes, not individual performance records. Needs assessment (B) identifies learning gaps, but does not comprehensively document performance and corrective actions. A position analysis questionnaire (D) supports job evaluation and design, not ongoing performance documentation.
Relevant Framework Reference (HRPA): Performance management within Talent Management-documentation standards, fairness, and due diligence to inform employment decisions.

NEW QUESTION # 88
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 property deviance
- B. Political deviance and personal aggression
- C. Production deviance and personal aggression
- D. Property deviance and political deviance

Answer: A

Explanation:
In the HRPA 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 HRPA Exam Preparation Guide - Employee Performance and Behaviour

NEW QUESTION # 89

An HR professional is facing an excessive workload that will prevent her from fulfilling all her duties to the level expected. Which of the following best describes her obligation?

- A. She must accept all HR-related assignments in accordance with the HRPA Rules of Professional Conduct
- B. She is not obligated to accept all professional assignments, but any HR-related assignments she accepts must be in compliance with the HRPA Rules of Professional Conduct
- C. She is not obligated to accept all professional assignments
- D. She is not obligated to accept all professional assignments, but any assignments she accepts must be in compliance with the HRPA Rules of Professional Conduct and her areas of competence

Answer: D

Explanation:

The HRPA Rules of Professional Conduct and HRPA Human Resources Competency Framework (Functional Domain: Professional Practice) emphasize that HR professionals must act within the limits of their professional competence and maintain integrity and accountability in accepting or refusing assignments.
Extract:
"Members shall perform professional services only in the areas of their competence and shall not undertake responsibilities they cannot reasonably fulfill to professional standards." (HRPA Rules of Professional Conduct - Section 3.2, Professional Competence)
Therefore:
An HR professional is not obligated to accept every assignment.
Any accepted assignment must be performed in accordance with both professional conduct standards and competence boundaries.
Option C captures this fully, combining both ethical and competency obligations.
Verified Reference Summary:
HRPA Rules of Professional Conduct - Sections 3.1-3.3
HRPA Human Resources Competency Framework - Professional Practice
CHRP Knowledge Exam Blueprint - Ethical Practice and Professional Standards

NEW QUESTION # 90

What should be included in a general safety orientation program?

- A. Fire and emergency safety procedures
- B. Preventive maintenance procedures
- C. Health and safety audit procedures
- D. First aid procedures

Answer: A

Explanation:

In the Health, Wellness, and Safe Workplace domain, HRPA guidance identifies that a general safety orientation for all workers must cover fundamental workplace safety information, including fire and emergency procedures, hazard reporting, rights and responsibilities, and key policies required for due diligence under occupational health and safety legislation. Orientation focuses on critical awareness and emergency response basics applicable to every employee.
While first aid, preventive maintenance, and audit procedures are important elements of the broader health and safety program, they are not core universal topics for general orientation for all employees in the way that fire and emergency procedures are.
Reference (HRPA Framework/Study Guide):
HRPA Professional Competency Framework - Health, Wellness, and Safe Workplace (program design, orientation content, due diligence).
HRPA Study Guide - Occupational Health and Safety (elements of general H&S orientation, emergency procedures).

NEW QUESTION # 91

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