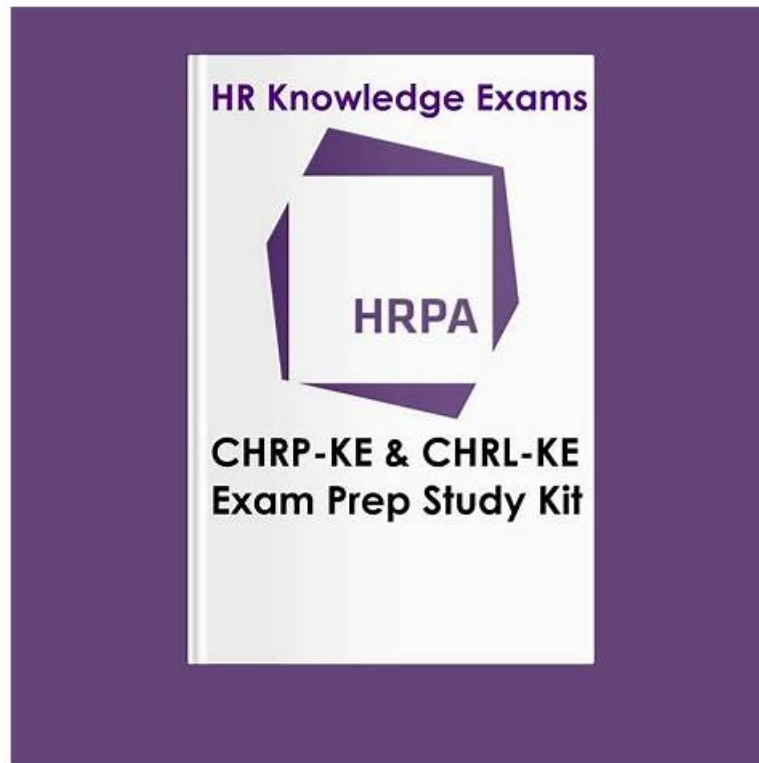


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## HRPA CHRP-KE Exam Syllabus Topics:

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

Topic 5	<ul style="list-style-type: none"> <li>• <b>Recruitment &amp; Selection:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Labour Relations</b></li> <li>• <b>Industrial Relations:</b> 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 7	<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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### HRPA CHRP Knowledge Exam Sample Questions (Q32-Q37):

#### NEW QUESTION # 32

When developing an employee value proposition, which of the following should an organization focus on communicating?

- A. Empowerment
- B. Employee engagement
- **C. Employee experience**
- D. Flexibility

**Answer: C**

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Strategy), an Employee Value Proposition (EVP) is defined as the unique set of offerings, associations, and values that an employer provides in return for the skills, capabilities, and experiences employees bring.

The EVP communicates the total employee experience - encompassing culture, leadership, rewards, career opportunities, and work environment.

Extract:

"An employee value proposition articulates the complete employee experience - what employees can expect from the organization in exchange for their contribution, supporting attraction and retention strategies." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Develop and Communicate the Employer Brand and EVP) A (Flexibility) and B (Empowerment): These are components of an EVP but not its overall focus.

C (Employee engagement): Represents an outcome of a strong EVP, not its content.

D (Employee experience): Encompasses all aspects of what the EVP communicates - thus the correct answer.

Therefore, D. Employee experience best represents the focus of an organization's employee value proposition.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Employer Branding and EVP Development HRPA Professional Competency Descriptions - CHRP Level, Strategy Domain

### NEW QUESTION # 33

The HR scorecard primarily helps an organization to do what?

- A. Track the number of employees joining and leaving the organization each month.
- B. Evaluate the effectiveness of the organization's internal training programs.
- C. Assess the profitability of individual business units.
- **D. Link human capital metrics with business strategy and performance.**

**Answer: D**

Explanation:

HRPA positions the HR (or human capital) scorecard as a strategy-aligned measurement system that links HR deliverables and workforce capabilities to organizational strategy and performance outcomes. While turnover counts (A) and training evaluations (D) can be components, the distinguishing purpose of the HR scorecard is strategic alignment-translating strategy into HR metrics and demonstrating HR's impact on business results. Profitability by business unit (B) is a finance/controllership analysis rather than the HR scorecard's core function.

Relevant HRPAs references (no external links):

HRPA Study Guide - HR Metrics, Analytics, and the HR Scorecard: aligning HR measures with strategy and outcomes.

HRPA Competency Framework - Reporting & Financial Management: using metrics to demonstrate HR's contribution to organizational performance.

### NEW QUESTION # 34

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. Transference assessment
- C. Learning principles assessment
- **D. Needs assessment**

**Answer: D**

Explanation:

Within the Learning and Development domain of the HRPAs 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 HRPAs 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 HRPAs 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 # 35

Why is it important for the HR profession to have its own Code of Ethics and Rules of Professional Conduct?

- A. These documents provide a due diligence defense for HR professionals.
- B. These documents provide a standard for managing conflicts of interest that HR professionals might encounter.
- C. These documents ensure a certain level of customer service to the internal clients of HR professionals.
- **D. These documents provide a standard for HR professionals to follow regardless of employer standards.**

**Answer: D**

Explanation:

HRPA's Code of Ethics and Rules of Professional Conduct establishes profession-wide standards that govern members' conduct independent of any single employer's policies, ensuring consistent, accountable practice in the public interest. While the Code includes guidance on conflicts of interest, its primary purpose is setting a universal ethical baseline for the profession.

### NEW QUESTION # 36

Which of the following types of training is critically important for improving the success of employees on global assignments?

- A. Team training
- **B. Cross-cultural training**
- C. Leadership development
- D. Diversity training

**Answer: B**

Explanation:

The HRP Human Resources Competency Framework (Functional Domain: Learning and Development) emphasizes cross-cultural training as essential for preparing employees for international or expatriate assignments.

Cross-cultural training develops awareness and adaptability to diverse cultural norms, values, and communication styles-improving adjustment, reducing culture shock, and enhancing job effectiveness abroad.

Extract:

"Cross-cultural training equips employees with the skills and sensitivity to operate effectively in international contexts, supporting successful global assignments." (HRP Competency Framework - Learning and Development, CHRP Level, Key Competency:

Design and Deliver Learning Programs for Global Readiness) Option Analysis:

A: Diversity training focuses on domestic inclusion and awareness.

B: Leadership training builds managerial skills but not cultural adaptability.

C: Team training improves collaboration, not global adjustment.

D: Correct - directly addresses cultural integration for expatriates.

Therefore, D. Cross-cultural training is the correct answer.

Verified Reference Summary:

HRP Human Resources Competency Framework - Learning and Development

CHRP Knowledge Exam Blueprint - Global HR and Expatriate Management

HRP Exam Preparation Guide - Cross-Cultural and Global Training

### NEW QUESTION # 37

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