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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.

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HRPA CHRP Knowledge Exam Sample Questions (Q157-Q162):

NEW QUESTION # 157
An organization is selecting a training evaluation method. The most important factors for consideration are low cost and low time commitment. Moderate validity is required. Which of the following evaluation designs is the best fit?

- A. Post-test
- B. Time series
- C. Soloman Four Group
- D. Pretest/post-test

Answer: D

Explanation:
HRPA's Learning and Development guidance positions evaluation designs along a rigor-cost/time continuum.
Post-test only (B) is lowest cost/time but offers low validity because there is no baseline for comparison.
Solomon Four Group (C) provides the highest validity but is resource-intensive (multiple groups and measures).
Time series (A) requires repeated measures and more time/analysis.
Pretest/post-test (D) balances practicality and rigor by establishing a baseline and follow-up with manageable cost/time, delivering moderate validity appropriate for the stated constraints.
Relevant HRPA references: Learning and Development-evaluation strategies; matching evaluation design to resource constraints and required validity.

NEW QUESTION # 158
What is the primary goal of organizational development?

- A. To implement changes in business processes to reduce costs and improve efficiency.
- B. To make structural changes, such as altering the chain of command, to enhance the speed of organizational response to changing market conditions
- C. To enhance the effectiveness of the organization and the well-being of its members through planned systemic change
- D. To quickly respond to external changes in the market by adopting new technologies or business strategies.

Answer: C

Explanation:
Organizational Development (OD) is defined in HRPA materials as a long-term, planned, systemic effort, grounded in behavioural science, aimed at improving organizational effectiveness and the well-being of its members. While OD may use structural adjustments (A) or process changes (B) as interventions, its primary aim is broader: culture, processes, and human systems are developed through planned change to enhance both organizational results and people outcomes. Option D captures responsiveness but not the developmental, system-wide, and people-centred focus central to OD.
Relevant HRPA references (no external links): HRPA Study Guide - Organizational Effectiveness: OD definitions and objectives; HRPA Competency Framework - Leading planned change and culture development.

NEW QUESTION # 159

A potential software vendor has offered an HR professional a pair of National Hockey League season tickets if the vendor's software is selected through the procurement process. What are the HR professional's obligations in this situation?

- A. Ignore the offer and let the procurement process proceed
- B. Disclose the offer to the HR manager
- C. Report the offer to local authorities once all competing bids are received
- D. Decline the offer but let the vendor remain in the procurement process

Answer: D

Explanation:
The HRPA Rules of Professional Conduct and Professional Practice Competency Domain require HR professionals to maintain integrity, objectivity, and avoidance of conflicts of interest in all professional dealings.
Accepting or failing to disclose a gift or incentive from a vendor could compromise impartiality and violate ethical standards. The proper action is to decline the offer while continuing the procurement process transparently.
Extract:
"Members shall avoid situations involving a conflict of interest and shall not accept benefits that could reasonably be seen to influence their professional judgment." (HRPA Rules of Professional Conduct - Section 3.6: Conflict of Interest and Professional Integrity)
Therefore, A. Decline the offer but let the vendor remain in the procurement process is the ethical and compliant course of action.
Verified Reference Summary:
HRPA Rules of Professional Conduct - Section 3.6 (Conflict of Interest) HRPA Human Resources Competency Framework - Professional Practice CHRP Knowledge Exam Blueprint - Ethics and Professional Conduct

NEW QUESTION # 160

Which major category of workplace stressors is an employee experiencing when they are struggling with work-family conflict?

- A. Job content and control stressors
- B. Work scheduling stressors
- C. Role stressors
- D. Job security and progression stressors

Answer: B

Explanation:
HRPA identifies work scheduling stressors-including hours, shift patterns, and work-family conflict-as a core category of psychosocial hazards. Difficulties balancing work time demands with family responsibilities are classic scheduling-related stressors, distinct from role ambiguity/conflict (A), task autonomy and workload design (C), or concerns about job continuity and career prospects (D).
Reference (HRPA): Professional Competency Framework-Health, Wellness, and Safe Workplace (psychosocial hazard identification); HRPA Study Guide-categories of workplace stressors and interventions (work-family conflict within scheduling stressors).

NEW QUESTION # 161

Which of the following is the most immediate challenge an organization faces as a result of high employee turnover?

- A. Reduced employee morale

- B. Decreased productivity
- C. Loss of institutional knowledge
- D. Disruption of team dynamics

Answer: B

Explanation:
The HRPA Professional Competency Framework expects HR to track and interpret workforce metrics (including turnover) for operational impact. High, unplanned turnover creates immediate capacity gaps-vacant roles, onboarding lags, and rework-that directly and immediately reduce output, service levels, and cycle times, i.e., decreased productivity.
While reduced morale (A), disrupted team dynamics (B), and loss of institutional knowledge (C) are real and often significant consequences, they typically materialize and compound over time. The first and most immediate operational impact HR should flag and mitigate in workforce planning is the drop in productivity stemming from coverage gaps and decreased efficiency.
Reference (HRPA):
Professional Competency Framework: Workforce Planning and Talent Management (analyzing turnover and capacity; mitigating operational risk from staffing gaps).
HRPA Study Guide: Turnover metrics, vacancy impacts, and productivity implications in workforce planning.

NEW QUESTION # 162

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