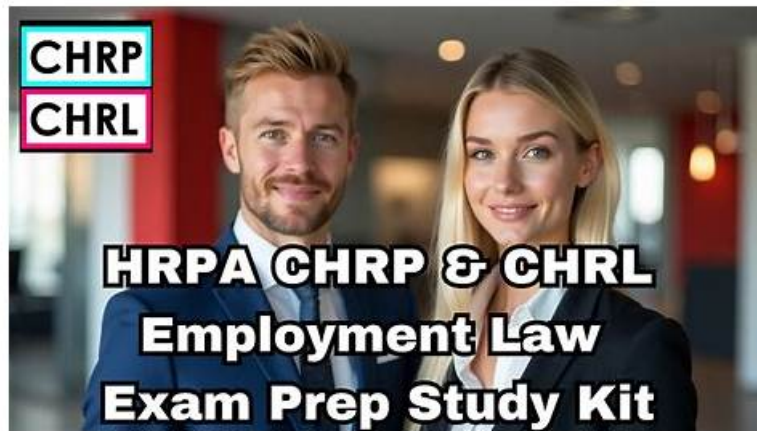


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### HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Finance &amp; 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.</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>• 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 4	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<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>

## HRPA CHRP Knowledge Exam Sample Questions (Q107-Q112):

### NEW QUESTION # 107

What is the goal of having an employee complete a trainability test?

- A. To determine an individual's ability to learn and perform tasks
- B. To identify the most suitable trainer to deliver the training
- C. To indicate who in the organization needs training
- D. To understand what types of materials are needed for the training

**Answer: A**

Explanation:

Within HRPAs needs analysis and assessment guidance, trainability tests (sometimes called aptitude or learning-ability assessments) are used to determine an individual's capacity to learn and perform job-related tasks following instruction. They inform training readiness and the likely return on training investment. While broader needs analysis identifies who needs training (B), trainability tests specifically evaluate individual learning ability (D), not the choice of instructor (A) or materials (C).

Relevant HRPAs references (no external links): HRPAs Study Guide - Training Needs Assessment and Learner Analysis; HRPAs Competency Framework - Learning & Development: assess learner readiness and capability.

### NEW QUESTION # 108

What is an effective method for employees with similar concerns to meet regularly to share knowledge and experiences and learn from each other in order to identify new approaches to problem-solving?

- A. Knowledge management
- B. Communities of practice
- C. Informal learning
- D. Workplace learning

**Answer: B**

Explanation:

Within the Learning and Development competency area, the HRPAs framework emphasizes collaborative learning structures that enable employees to share expertise, reflect on practice, and co-create solutions tied to real work. Communities of practice are formalized peer groups that meet regularly around a shared domain, facilitating knowledge exchange, problem-solving, and continuous improvement across functions or roles. While knowledge management (A) refers to systems and processes for capturing

and organizing knowledge, and informal/workplace learning (B/C) describe broader learning that occurs through daily work, communities of practice (D) specifically denote ongoing, structured peer forums designed to surface insights and generate new approaches to challenges.

Relevant HRP A references: Learning and Development-design and support of collaborative learning methods; knowledge sharing mechanisms; facilitation of peer learning groups aligned to organizational goals.

#### NEW QUESTION # 109

What is the first type of data collected when evaluating training and development programs?

- A. Behavioural changes
- B. Skills acquired
- C. Reactions
- D. Organizational results

**Answer: C**

Explanation:

The first and most immediate level assessed is participant reactions to the training.

Explanation:

HRPA's Learning and Development competencies reference standard training evaluation models in which the initial level focuses on participant reactions (e.g., satisfaction, perceived relevance, perceived quality). These data are collected immediately post-training and inform later levels assessing learning (skills/knowledge), behaviour change, and organizational results.

Relevant Framework Reference (HRPA): Professional Competency Framework-Learning and Development (evaluation of learning initiatives); HRP A Study Guide-training evaluation sequence beginning with reaction data.

#### NEW QUESTION # 110

Which stage of the grievance process promotes proactive communication between the manager and the employee to resolve a complaint?

- A. Informal stage
- B. Mediation stage
- C. Formal stage
- D. Third-party assistance stage

**Answer: A**

Explanation:

The HRP A Labour and Employee Relations competencies require HR to design and administer fair and effective dispute-resolution processes, emphasizing early, direct problem solving. In the grievance continuum, the informal stage is intended to resolve issues promptly through open dialogue between the employee and the supervisor before formal written steps or third-party processes are triggered. This stage promotes proactive communication, preserves relationships, and reduces escalation. Mediation or third-party involvement and formal written stages occur later if informal resolution is unsuccessful.

#### NEW QUESTION # 111

In which type of interview does the interviewer ask a series of job-related questions that focus on relevant past actions?

- A. Behavioural
- B. Mixed (semi-structured)
- C. Unstructured
- D. Situational

**Answer: A**

Explanation:

The HRP A selection competencies distinguish among interview types. Behavioural interviews use structured, job-related questions that probe what candidates did in specific past situations, based on the premise that past behaviour predicts future performance. Situational interviews (B) ask how a candidate would act in a hypothetical future scenario; mixed (A) blends formats; unstructured (D) lacks consistency and reduces reliability.

## NEW QUESTION # 112

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