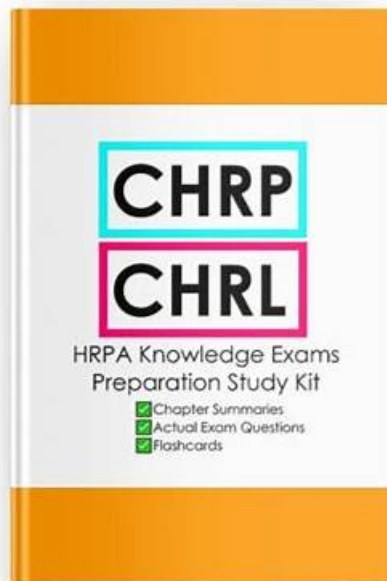


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## CHRP-KE Pdf Dumps & CHRP-KE Dumps Reviews

The CHRP Knowledge Exam (CHRP-KE) certification is the way to go in the modern HRPA era. Success in the HRPA CHRP-KE exam of this certification plays an essential role in an individual's future growth. Nowadays, almost every tech aspirant is taking the test to get HRPA CHRP-KE Certification and find well-paying jobs or promotions. But the main issue that most of the candidates face is not finding updated HRPA CHRP-KE practice questions to prepare successfully for the HRPA CHRP-KE certification exam in a short time.

## HRPA CHRP Knowledge Exam Sample Questions (Q34-Q39):

### NEW QUESTION # 34

Which of the following is a primary intervention for stress management?

- A. Removing the employee from the stressor

- B. Teaching the employee coping strategies
- C. Offering relaxation training
- D. Having the employee attend counselling

**Answer: B**

Explanation:

The HRP Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace) emphasizes proactive management of occupational stress through primary, secondary, and tertiary interventions:

Primary: Eliminate or reduce sources of stress.

Secondary: Improve individuals' ability to manage stress (e.g., coping strategies, resilience training).

Tertiary: Support recovery (e.g., counselling, EAPs).

Extract:

"HR professionals implement preventive and developmental approaches such as coping skills training and resilience development to strengthen employees' ability to manage stress." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Promote Employee Health and Well-Being) Therefore, D. Teaching the employee coping strategies represents a primary intervention under HRP's stress management framework.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Health, Wellness, and Safe Workplace CHRP

Knowledge Exam Blueprint - Occupational Health and Stress Management HRP Exam Preparation Guide - Health and Wellness Initiatives

### NEW QUESTION # 35

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. Working in an unnatural position
- C. Applying force to hinge joints
- D. Being harassed by a co-worker

**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 # 36

Which of the following is an example of lifestyle programming?

- A. Smoking cessation
- B. Relaxation training
- C. Mindfulness

- D. Cognitive skills training

**Answer: A**

Explanation:

Under the HRP Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), lifestyle programs are proactive health promotion initiatives aimed at reducing preventable health risks and promoting healthy living. Examples include smoking cessation, weight management, fitness, and nutrition programs.

Extract:

"Lifestyle programs promote healthy behaviors and reduce preventable health risks through initiatives such as smoking cessation and fitness activities." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Implement Health Promotion Programs) Option Analysis:

A: Correct - smoking cessation is a lifestyle health initiative.

B: Cognitive training targets mental performance, not health behaviour.

C/D: Mindfulness and relaxation are stress management techniques, not lifestyle programs.

Thus, A. Smoking cessation is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Wellness and Lifestyle Programs HRP Exam Preparation Guide - Health Promotion

### NEW QUESTION # 37

Which factor is generally the most difficult to justify when making an HR Information System investment decision?

- A. Balancing the investment's benefit-cost analysis
- **B. Showing improvement in the organization's effectiveness**
- C. Demonstrating ways to manage operational and legal risks
- D. Detaching the investment cost from previous project cost issues

**Answer: B**

Explanation:

In the HRP Human Resources Competency Framework (Functional Domain: Reporting and Financial Management), HR professionals are expected to assess, justify, and manage investments in HR technology systems (HRIS).

While cost-benefit analysis and risk management are quantifiable, demonstrating improvement in overall organizational effectiveness is the most difficult justification, because it involves indirect and long-term impacts (e.g., employee satisfaction, process efficiency, and decision-making quality).

Extract:

"The greatest challenge in HR technology investment decisions lies in quantifying the strategic and organizational effectiveness gains resulting from system implementation." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level, Key Competency: Evaluate and Implement HR Information Systems) Therefore, D. Showing improvement in the organization's effectiveness is correct, as it is complex to measure and justify financially compared to direct cost or risk-related factors.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Reporting and Financial Management CHRP Knowledge Exam Blueprint - HR Technology and Systems HRP Exam Preparation Guide - HRIS Cost-Benefit and Value Assessment

### NEW QUESTION # 38

What type of organizations are commonly surveyed when conducting a compensation survey to collect market data for an average-performing organization that does not have high turnover?

- A. Top-performing organizations
- B. Potential competing organizations
- **C. Primary competing organizations**
- D. Low-performing organizations

**Answer: C**

Explanation:

Within the Total Rewards domain of the HRP Professional Competency Framework, compensation benchmarking is grounded in selecting a relevant comparator market-organizations of similar industry, size, and geography with which the employer primarily



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