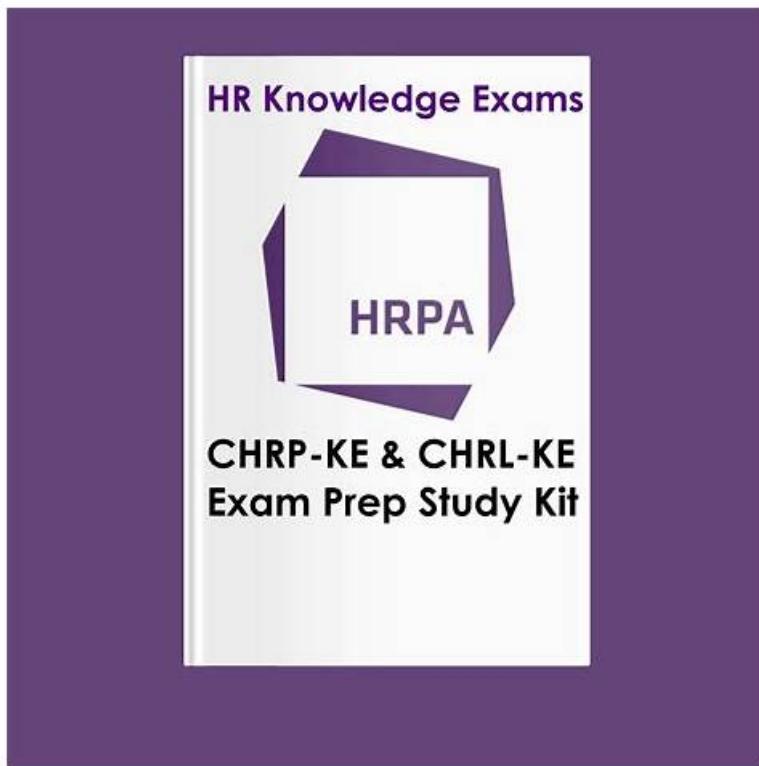


CHRP-KE資格難易度、CHRP-KE復習テキスト



21世紀は情報の世紀です。そのため、HRPAのCHRP-KE試験問題のフィールドには多くの変更があります。彼らはまた、人々の生活と人間社会の運営方法を大きく変えていきます。CHRP-KE試験の準備をしている場合、弊社JpexamはこのWebサイトで最高の電子CHRP-KE試験トレントを提供できます。私たちのCHRP-KEのCHRP Knowledge Examテストトレントの指導の下で、あなたはトラブルを回避し、すべてをあなたの歩みに乗せることができますと強く信じています。

HRPA CHRP-KE 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">Occupational Health & Safety
トピック 2	<ul style="list-style-type: none">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.
トピック 3	<ul style="list-style-type: none">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.
トピック 4	<ul style="list-style-type: none">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.
トピック 5	<ul style="list-style-type: none">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.

試験の準備方法-信頼できるCHRP-KE資格難易度試験-有効的なCHRP-KE復習テキスト

Jpexamが提供する真実と全面的なHRPA認証試験について資料で100%で君の試験に合格させてまたあなたに1年無料のサービスを更新し、今はJpexamのインターネットで無料のHRPAのCHRP-KE認証試験問題集のソフトウェアがダウンロードすることができます。

HRPA CHRP Knowledge Exam 認定 CHRP-KE 試験問題 (Q105-Q110):

質問 # 105

Which of the following is a primary characteristic of the management by objectives performance management system?

- A. An emphasis on qualitative feedback over quantitative results
- B. **Joint goal-setting between managers and employees**
- C. Centralized decision-making by senior management
- D. A focus on short-term objectives

正解: **B**

解説:

Under the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), the Management by Objectives (MBO) approach is a goal-based performance management system that emphasizes collaborative goal-setting and measurable outcomes.

Extract:

"MBO emphasizes mutual goal-setting and regular performance review discussions between managers and employees to align individual objectives with organizational strategy." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Design and Manage Performance Management Systems) Thus, A. Joint goal-setting between managers and employees accurately captures the defining characteristic of MBO.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint - Performance Management Systems HRPA Exam Preparation Guide - Performance Planning and Appraisal

質問 # 106

Which of the following employee teams would management form to immediately solve a major problem?

- A. Cross-functional team
- B. Project team
- C. **Task force**
- D. Process improvement team

正解: **C**

解説:

The HRPA Study Guide (Organizational Effectiveness content) distinguishes common team structures:

Project teams deliver a defined output over a scheduled timeline.

Cross-functional teams combine diverse functions for ongoing coordination or projects.

Process improvement teams (e.g., quality circles/Kaizen) focus on continuous, incremental improvements.

Task forces are temporary, ad hoc teams formed to address urgent, high-priority problems requiring rapid diagnosis and resolution, disbanding once the issue is resolved.

Given the need to immediately solve a major problem, the appropriate structure is a task force.

Reference to HRPA frameworks and guidance documents or Study Guide (no external links):

HRPA Competency Framework - Learning and Development: needs assessment; evaluation of learning and transfer; aligning learning with organizational goals.

HRPA Study Guide - Training Needs Assessment (organizational, task, person analysis); Training Evaluation (behaviour/transfer and results); OHS Training Cycle (begin with needs analysis); Organizational Effectiveness (team types, including task forces).

質問 # 107

The compa-ratio at an organization is set at 107%. What does this mean with regard to salaries?

- A. Salaries are set at 93% of the midpoint of market salaries in the industry
- B. Salaries are 14% higher than the midpoint of the pay grade
- **C. Salaries are 7% higher than the midpoint of the pay grade**
- D. Salaries are 107% higher than the midpoint of market salaries in the industry

正解: **C**

解説:

Within the HRPA Human Resources Competency Framework (Functional Domain: Total Rewards), HR professionals must be proficient in interpreting and applying compensation metrics such as the compa-ratio to assess pay competitiveness and internal equity.

Compa-Ratio Formula:

$$\text{Compa-Ratio} = (\text{Employee's Pay}) / (\text{Midpoint of Pay Range}) \times 100$$

A compa-ratio of 100% means an employee's pay equals the midpoint of their pay range.

A ratio above 100% indicates pay is above the midpoint, while below 100% means pay is below the midpoint.

Extract:

"Compa-ratio measures the relationship between an employee's pay and the pay range midpoint to assess pay positioning within the structure." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Analyze and Administer Compensation Systems) Interpretation of 107%:

Employees are paid 7% above the midpoint of the pay range - reflecting a position slightly above market or internal midpoint values. This often indicates higher experience, strong performance, or pay nearing the range maximum.

Explanation of Options:

A: Incorrect; 93% would mean salaries are below midpoint.

B: Incorrect; 107% means 7% higher, not 107% higher.

C: Incorrect; misstates the difference.

D: Correct; 107% means salaries are 7% higher than the midpoint.

Therefore, D. Salaries are 7% higher than the midpoint of the pay grade is the correct interpretation.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint - Compensation Metrics and Analysis HRPA Exam Preparation Guide - Base Pay and Market Competitiveness

質問 # 108

Which component of the 4-component strategy to reduce work-related psychosocial disorders could include an employee and family assistance program?

- A. A focus on organizational change
- B. A focus on information
- C. A focus on stressors
- **D. A focus on psychological services**

正解: **D**

解説:

Within the HRPA Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are responsible for promoting psychological health and preventing psychosocial disorders in the workplace.

The 4-component strategy to reduce psychosocial disorders includes:

A focus on information - Education and awareness about mental health.

A focus on organizational change - Modifying work conditions and management practices to reduce stressors.

A focus on stressors - Identifying and addressing workplace sources of psychological strain.

A focus on psychological services - Providing access to professional support, such as Employee and Family Assistance Programs (EFAPs).

Extract:

"Psychological services, including employee and family assistance programs, are part of a comprehensive strategy to support mental health and address psychosocial disorders." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Implement Health Promotion and Psychological Support Programs) Therefore, C. A focus on psychological services is correct, as EFAPs directly provide confidential counseling and mental health resources to employees and their families.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Psychological Health and Wellness HRPA Exam Preparation Guide - Psychosocial Risk Management and EFAP Programs

質問 # 109

Which of the following is sometimes included on replacement charts but could lead to charges of discrimination?

- A. Rank ordering of the potential job successors.
- B. An assessment of each potential job successor's readiness for the position.
- C. Current performance ratings of the potential job successors
- D. Photos of the potential job successors

正解: D

解説:

HRPA guidance on succession and replacement planning warns that including photos on replacement charts can expose the organization to discrimination claims because visual information may reveal protected characteristics (e.g., age, race, sex), potentially influencing decisions or creating the appearance of bias.

Readiness assessments (B), rank orders (C), and performance ratings (D) are acceptable when based on job-related, validated criteria and consistently documented; they support defensible decision-making.

Relevant HRPA references (no external links):

HRPA Study Guide - Succession Planning and Replacement Charts: documentation practices and human rights compliance.

HRPA Competency Framework - Workforce Planning & Talent Management: apply fair, objective, and legally compliant assessment information.

質問 # 110

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CHRP-KE復習テキスト : https://www.jpexam.com/CHRP-KE_exam.html

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