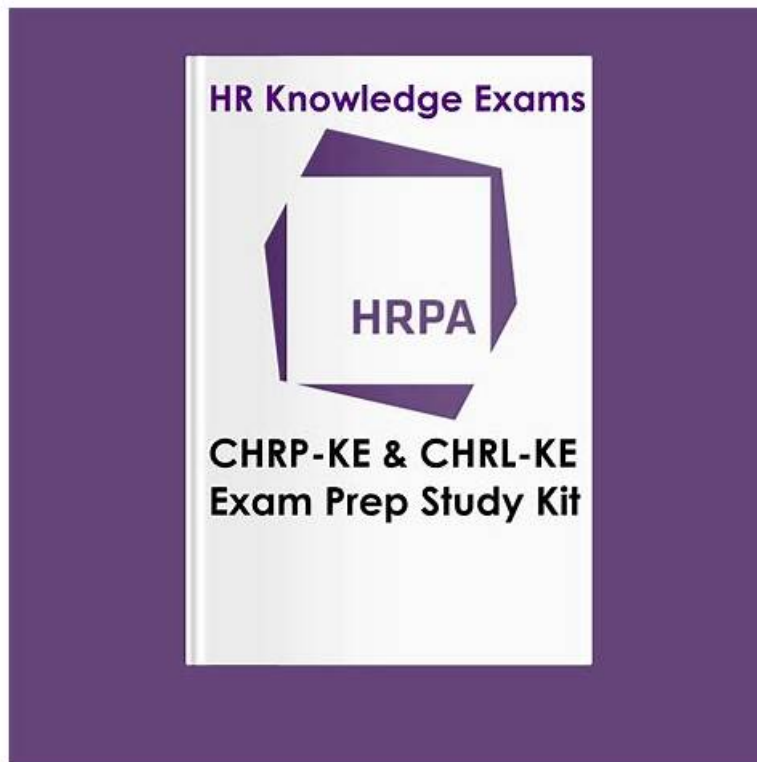


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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details

Topic 1	<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.
Topic 2	<ul style="list-style-type: none"> • Labour Relations • 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.
Topic 3	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Occupational Health & Safety
Topic 5	<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.

HRPA CHRP Knowledge Exam Sample Questions (Q104-Q109):

NEW QUESTION # 104

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

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

Answer: A

Explanation:

The HRPA 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 HRPA'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 HRPA Exam Preparation Guide - Health and Wellness Initiatives

NEW QUESTION # 105

Which of the following best describes a critical outcome of an effective HR workplan during organizational change?

- A. Decreased employee turnover
- B. Improved financial performance
- C. Reduced workload for the HR department
- D. Enhanced employee engagement

Answer: D

Explanation:

The HRPA Professional Competency Framework places maintaining and strengthening employee engagement at the centre of HR's role in change. Within the Organizational Effectiveness / Change Management competencies, HR is expected to plan and execute people-focused activities (communication, involvement, feedback loops, leadership alignment, and support mechanisms) that sustain commitment and engagement during transitions. Engagement is treated as a leading indicator that predicts downstream outcomes such as retention and performance.

Why not A, C, or D? Reduced turnover and improved financial performance are important but are lagging outcomes influenced by multiple external factors; they are not the primary or most immediate people outcome of an HR change workplan. "Reduced workload for HR" is not an organizational change objective.

Reference (HRPA):

Professional Competency Framework - Organizational Effectiveness (Change Management): HR plans and implements strategies that sustain employee commitment and engagement during change.

HRPA Study Guide - Change Management: engagement as a leading measure and critical outcome of HR-led change activities.

NEW QUESTION # 106

What is the first step in communicating compensation details to employees?

- A. Evaluating the program
- B. Developing the strategy
- C. Collecting information
- **D. Defining the objectives**

Answer: D

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Total Rewards), effective communication of compensation details is a structured process that begins with defining the objectives of the communication plan.

Before any messaging, materials, or channels are developed, HR professionals must identify what they aim to achieve through compensation communication - for example, improving transparency, enhancing understanding of pay structures, or reinforcing the link between performance and rewards.

Extract:

"Defining communication objectives is the first step in designing compensation communication plans, ensuring alignment with organizational goals and employee understanding." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Communicate Compensation and Benefits Information Effectively) Sequential Process:

Define objectives - What is the purpose of the communication?

Develop the strategy - How and through which channels will it be communicated?

Implement and evaluate - Assess clarity and employee understanding.

Option Analysis:

A (Defining the objectives): Correct - establishes direction for communication efforts.

B: Occurs after defining objectives.

C: Evaluation occurs post-implementation.

D: Information collection supports planning but is not the first communication step.

Therefore, A. Defining the objectives is the correct answer, as it is the essential first step in the compensation communication process.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint - Compensation Communication and Implementation HRPA Exam Preparation Guide - Communicating Total Rewards Information

NEW QUESTION # 107

Which of the following activities can identify new safety hazards and ensure hazard controls are functioning effectively?

- **A. Auditing**
- B. Substitution
- C. Re-engineering
- D. Training

Answer: A

Explanation:

Within the Health, Wellness, and Safe Workplace domain of the HRP A Professional Competency Framework, Competency C144 outlines that HR professionals are expected to "contribute to the evaluation of organizational health and safety programs and policies to ensure compliance and effectiveness." One of the key tools used to evaluate and verify the effectiveness of workplace safety programs is auditing.

Auditing involves a systematic review of workplace operations, policies, and hazard control mechanisms to:

Identify new or emerging safety hazards,

Evaluate whether existing hazard controls are working effectively, and

Ensure compliance with occupational health and safety legislation, including the Ontario Occupational Health and Safety Act (OHSA).

Audits are proactive in nature and serve as a critical part of continuous improvement within a workplace's health and safety management system. Through internal or external safety audits, organizations can determine whether control measures such as personal protective equipment (PPE), training programs, or engineering controls are adequately mitigating risks.

By contrast:

Re-engineering (Option A) refers to redesigning processes or work environments and may reduce hazards but does not primarily evaluate hazard controls.

Training (Option C) helps workers understand hazards and procedures but is not an evaluation tool for existing controls.

Substitution (Option D) is a hazard control strategy where a less hazardous material or process replaces a more dangerous one; again, it's a control measure, not an evaluative process.

Relevant Framework Reference:

HRPA Professional Competency Framework - Competency C144 (Health, Wellness, and Safe Workplace) Ontario Occupational Health and Safety Act - Due Diligence and Program Evaluation Requirements HRP A Study Guide - Health and Safety Program Evaluation and Auditing Content Auditing aligns with the due diligence requirement under OHSA and ensures that the employer is continuously monitoring and improving its safety systems to prevent incidents and legal liability.

NEW QUESTION # 108

What is the primary goal of organizational development?

- **A. To enhance the effectiveness of the organization and the well-being of its members through planned systemic change**
- 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 implement changes in business processes to reduce costs and improve efficiency.
- D. To quickly respond to external changes in the market by adopting new technologies or business strategies.

Answer: A

Explanation:

Organizational Development (OD) is defined in HRP A 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 HRP A references (no external links): HRP A Study Guide - Organizational Effectiveness: OD definitions and objectives; HRP A Competency Framework - Leading planned change and culture development.

NEW QUESTION # 109

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