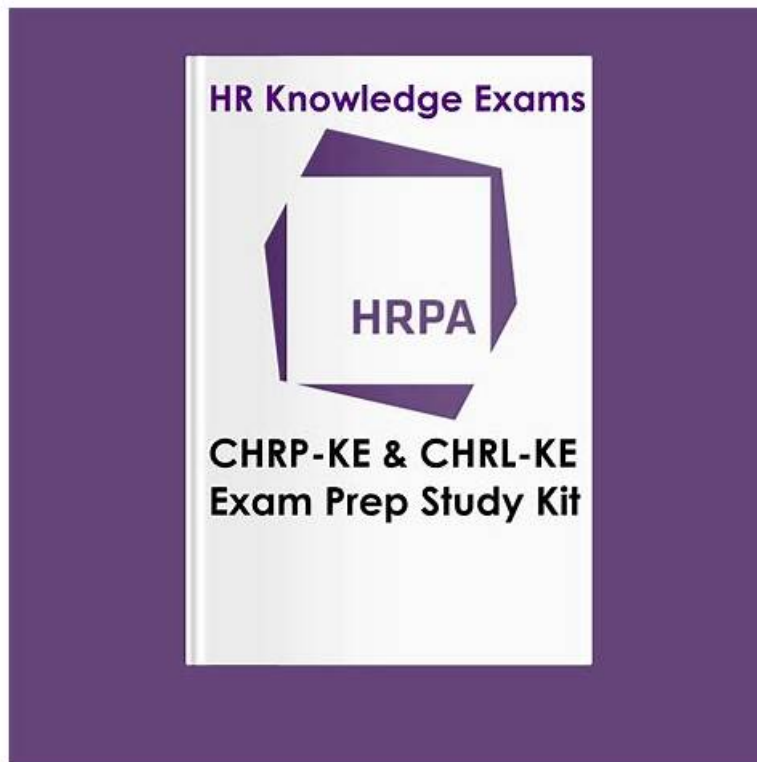


# HRPA CHRP-KE日本語版参考資料 & CHRP-KE日本語版問題集



BONUS!!! JPNTest CHRP-KEダンプの一部を無料でダウンロード: <https://drive.google.com/open?id=1qzkT3FE5MzC-9bwkIbjnzANbjttuwc7a>

あなたはその他のHRPA CHRP-KE「CHRP Knowledge Exam」認証試験に関するツールサイトでも見るかも知れませんが、弊社はIT業界の中で重要な地位があって、JPNTestの問題集は君に100%で合格させることと君のキャリアに変らせることだけでなく一年間中で無料でサービスを提供することもできます。

## 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"><li>Recruitment &amp; 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.</li></ul>
トピック 2	<ul style="list-style-type: none"><li>Training &amp; 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.</li></ul>
トピック 3	<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>
トピック 4	<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>

トピック 5	<ul style="list-style-type: none"> <li>• <b>HR Planning:</b> 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.</li> </ul>
トピック 6	<ul style="list-style-type: none"> <li>• <b>Occupational Health &amp; Safety</b></li> </ul>
トピック 7	<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>
トピック 8	<ul style="list-style-type: none"> <li>• <b>Compensation:</b> 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>

>> HRPA CHRP-KE日本語版参考資料 <<

## CHRP-KE日本語版問題集、CHRP-KE模擬試験

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## HRPA CHRP Knowledge Exam 認定 CHRP-KE 試験問題 (Q35-Q40):

### 質問 # 35

A training program costs \$200,000 and the financial benefit is \$600,000. What is the return on investment for each dollar spent?

- A. -\$2.00
- B. \$0.67
- C. -\$0.67
- **D. \$2.00**

正解: D

解説:

HRPA's metrics guidance defines ROI as  $(\text{Benefit} - \text{Cost}) \div \text{Cost}$  and also expresses it as the net return per \$1 invested. Here,  $(600,000 - 200,000) \div 200,000 = 2.00$ , meaning each dollar spent generated \$2.00 in net return.

### 質問 # 36

In which compensation management strategy are separate organizational units given the responsibility to make their own decisions?

- A. Outsourcing
- **B. Decentralization**
- C. Re-engineering
- D. Centralization

正解: B

解説:

Within compensation governance, decentralization delegates decision-making authority to separate units or business lines (e.g., pay decisions within corporate parameters). This contrasts with centralization (D), where decisions reside with a corporate function; outsourcing (A), which transfers activities to an external provider but not to internal units; and re-engineering (C), which redesigns

processes rather than shifting decision authority. HRP A emphasizes aligning the level of centralization/decentralization with organizational strategy, risk tolerance, and the need for consistency vs. local responsiveness.  
Relevant HRP A references (no external links): HRP A Study Guide - Compensation Strategy and Governance: centralization vs. decentralization; HRP A Competency Framework - Total Rewards: design and governance of reward programs.

### 質問 # 37

During the recruitment process, which level of risk control is being used in a workplace safety policy that requires preplacement assessments to demonstrate that employees have suitable characteristics, such as the ability to lift materials?

- A. Substitution
- B. Elimination
- C. Administrative
- D. Engineering

正解: C

解説:

Within the HRP A Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are expected to understand the hierarchy of hazard controls, a framework used to reduce workplace risks.

The five levels, from most to least effective, are:

Elimination

Substitution

Engineering controls

Administrative controls

Personal protective equipment (PPE)

Preplacement assessments are an administrative control measure because they involve establishing policies, procedures, and screening processes designed to reduce risk through human and procedural management, not physical changes to the workplace.

Extract:

"Administrative controls reduce risk through training, procedures, and work practices, including employee selection and fitness assessments." (HRP A Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Knowledge Area: Hazard Assessment and Risk Management) Therefore, D. Administrative is correct.

Verified Reference Summary:

HRP A Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Risk and Hazard Management HRP A Exam Preparation Guide - Hierarchy of Hazard Controls

### 質問 # 38

Which of the following combinations best indicates whether a work environment will support an effective training program?

- A. Training transfer climate and a continuous learning culture
- B. Organizational climate and learning culture
- C. Training transfer climate and pre-training intervention
- D. Organizational climate and pre-training intervention

正解: A

解説:

The HRP A Professional Competency Framework emphasizes that effective L&D requires conditions that enable transfer of training and sustain continuous learning. A positive training transfer climate (manager support, peer support, opportunities to apply learning, reinforcement) directly affects whether learned skills are used on the job. A continuous learning culture embeds learning in daily work, supporting ongoing application and improvement. Together, these indicate whether the environment will actually support and sustain training effectiveness.

Pre-training interventions (B, D) and generic notions of organizational climate (C) may help, but they are narrower or less targeted indicators than the combined presence of a transfer climate and a continuous learning culture, which the HRP A framework highlights in its L&D effectiveness and evaluation competencies.

Reference (HRP A):

Professional Competency Framework: Learning & Development domain (designing conditions for learning transfer; fostering a culture of continuous learning).

HRP A Study Guide: Transfer of training, managerial support, and learning culture as determinants of L&D impact.

### 質問 # 39

The third category of job performance, counterproductive behaviour, divides those behaviours into 4 sub-categories. Which of the following pairs of sub-categories demonstrates behaviour that intentionally disadvantages the organization?

- A. Property deviance and political deviance
- B. Production deviance and personal aggression
- C. Political deviance and personal aggression
- **D. Production deviance and property deviance**

正解: D

解説:

In the HRP Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), job performance is often analyzed using three categories:

Task performance - Job-specific duties and responsibilities.

Citizenship behaviour - Voluntary, positive employee actions.

Counterproductive work behaviour (CWB) - Intentional actions that harm the organization or its members.

CWBs are divided into four sub-categories:

Production deviance - Wasting resources, intentionally working slowly.

Property deviance - Theft, sabotage, misuse of company assets.

Political deviance - Gossip, favoritism, undermining coworkers.

Personal aggression - Harassment, abuse, or violence toward others.

Among these, production deviance and property deviance both directly disadvantage the organization by lowering productivity or damaging assets.

Extract:

"Counterproductive behaviours targeting the organization, such as property or production deviance, represent deliberate acts that undermine organizational performance." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Job Performance and Employee Behaviour) Therefore, B. Production deviance and property deviance is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Performance and Counterproductive Behaviour HRP Exam Preparation Guide - Employee Performance and Behaviour

### 質問 # 40

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CHRP-KE日本語版問題集: <https://www.jpntest.com/shiken/CHRP-KE-mondaihu>

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