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### HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Occupational Health &amp; Safety</li></ul>
Topic 2	<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 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>

Topic 4	<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>
Topic 5	<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>

## HRPA CHRP Knowledge Exam Sample Questions (Q46-Q51):

### NEW QUESTION # 46

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 understand what types of materials are needed for the training
- C. To indicate who in the organization needs training
- D. To identify the most suitable trainer to deliver 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 # 47

Which of the following is a critical step in developing a competency-based pay structure?

- A. Analyzing skills
- B. Using seniority as a core criterion
- **C. Developing behavioural descriptors**
- D. Developing skill certifications

**Answer: C**

Explanation:

In the Total Rewards domain, competency-based pay requires a clear definition of competencies and behavioural descriptors at progressive proficiency levels (e.g., basic to advanced). These descriptors make competencies observable and measurable, enabling valid assessment and linkage to pay. While analyzing skills (C) is part of building the competency model, the pay structure hinges on behavioural indicators that support consistent evaluation. Skill certifications (A) are more typical of skill-based pay systems and are not universally required for competency pay. Seniority (D) is inconsistent with competency-based design, which ties pay to demonstrated capability rather than tenure.

Relevant Framework Reference (HRPA): Total Rewards-job and competency frameworks; establishing observable behavioural indicators; linking competency assessments to pay structures (HRPA Professional Competency Framework; HRPAs Study Guide-competency vs. skill-based pay).

### NEW QUESTION # 48

Which of the following scenarios is most likely to pose a hidden challenge to the success of an organizational change management strategy?

- **A. Senior leaders publicly endorse the change but do not alter their own behaviour.**
- B. The organization hires external consultants to manage the change but gives them limited authority.
- C. The organization invests heavily in new technology but overlooks process adjustments.
- D. Employees express enthusiasm for the change but do not fully understand its implications

**Answer: A**

Explanation:

The HRP Strategy and Organizational Effectiveness competencies stress that successful change requires visible, aligned leadership behaviours. A critical (and often hidden) failure point is the "say-do gap"-leaders publicly endorse change but do not model the new behaviours, undercutting credibility and reinforcing the status quo. While issues in processes (A), understanding (B), or consultant authority (C) are important, misaligned leader behaviour most powerfully derails adoption because culture follows leadership example.

Relevant Framework Reference (HRPA): Strategy and Organizational Effectiveness-change leadership, alignment of leadership behaviour with desired culture, and reinforcement mechanisms (HRPA Professional Competency Framework; HRP Study Guide-change management and leadership alignment).

#### **NEW QUESTION # 49**

Which types of graphics are most effective for illustrating the relationship between 2 variables?

- A. Pie charts and bar graphs
- **B. Line graphs and scatterplots**
- C. Flow charts and tree charts
- D. Frequency histograms and distributions

**Answer: B**

Explanation:

HRPA's guidance on HR metrics and analytics emphasizes selecting visualizations that match the analytical purpose. To show relationships between two variables, the recommended visuals are scatterplots (to display association/correlation between X and Y) and line graphs (to show how one variable changes with another across time or an ordered scale). Pie charts show composition, flow/tree charts show processes or hierarchies, and histograms show distributions-not bivariate relationships.

Relevant HRP references: Reporting and Financial Management-data visualization principles for HR analytics.

#### **NEW QUESTION # 50**

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

**Answer: A**

Explanation:

Within the HRP 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." (HRP 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:

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

## NEW QUESTION # 51

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