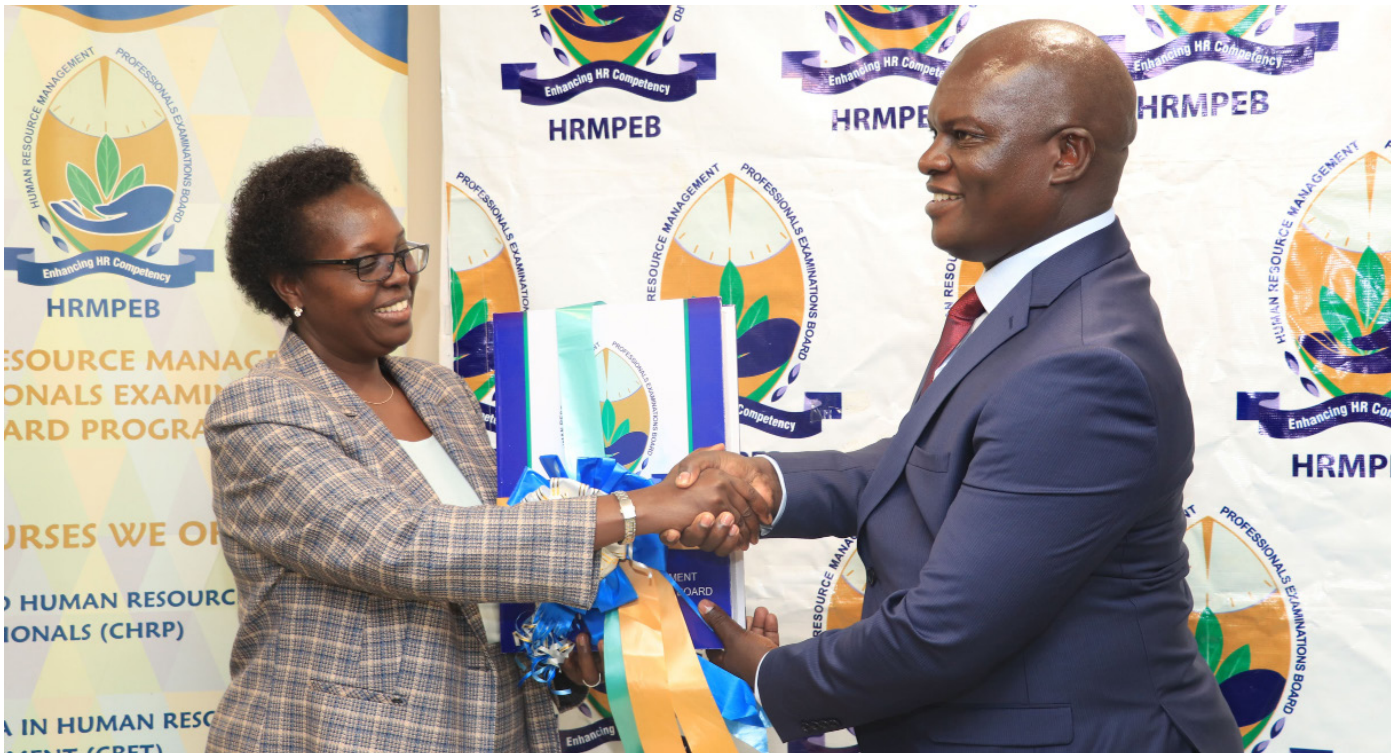




THE FLASH

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Release of The 15TH Certified Human Resource Professionals (CHRP) Examinations

On July 31, 2024, the results of the 15th Certified Human Resource Professional (CHRP) June 2024 exams were officially released.

HRMPEB Chairperson CS. Sharon Kisire MBS, presided over the release of the Certified Human Resource Professional (CHRP), June 2024 Examinations Series at Mwalimu Towers. The event acknowledged the Chief Guest, IHRM Chairperson CHRP Odero Philip Dalmas, HRMPEB, Board of Directors, Ag. CEO HRMPEB Margaret Nguu and other esteemed guests.

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Examination Overview:

The examinations took place between Wednesday, 12nd June 2024 and Wednesday, 19th November 2023 in Seven Exams centres countrywide. In total, 1427 candidates were examined under old and revised CHRP Curriculum. This was an increase compared to 1366 candidates who sat for the exams during the November 2023 Examination series. Male candidates were 304 (21%) while female candidates were 1123 (79%). 12 Accredited Institutions presented candidates for examinations for CHRP

- CHRP Old Curriculum average mean score for Parts I, II, III were 60.43%, 61.65%, and 60.89%, respectively. Overall mean score for CHRP was 60.89

- CHRP Revised Curriculum: Pass rates for Parts I, II, III were 63.45%, 63.59%, and 61.47%, respectively. Overall mean score for RCHRP was 62.84%

CHRP Old Curriculum Results:

- 581 candidates sat for examinations under the Old CHRP Curriculum.
- Overall Best Recorded Performance was Business Communication which had a 100% pass and Lowest Recorded Performance Rate Organizational Development and Transformation (82.8),
- Highest mean cores: Human Resource Administration (70.74), Employee Relations (71.41), Human Resource Re-

search Project (68.17).

- Lowest mean scores: Introduction to Financial Accounting (47.37), Reward Management (54.87), Human Resource Accounting (55.06).

CHRP Revised Curriculum Results:

- 846 candidates sat for examinations under the Revised Curriculum examinations.
- Overall Best Recorded Performance was Strategic Leadership, Ethics and Governance which had a 100% pass and Lowest Re-

corded Performance Rate Introduction to Financial Accounting (53.52),

- Highest mean scores: Human Resource Management (76.07), Employee Relations and Labor Laws (74.11), Human Resource Consultancy and Advisory (67.45).
- Lowest mean scores: Business Law (56.40), Performance Management and Productivity (59.25), Human Resource Audit (55.66)



From left HRMPEB Ag. CEO CHRP Margaret Nguu, IHRM National Chair CHRP otero P. Dalmas, HRMPEB Chairperson CS Sharon Kisire MBS and IHRM Executive Director CHRP Quresha Abdullahi.



HRMPEB Board of Directors posing for a photo during the exams result release.

HRMPEB Milestones on Program Expansion:

■ HRMPEB pioneered the administration of CBET Diploma and certificate programs.

■ Accreditation has been granted to institutions such as Kabete National Polytechnic, Eldoret National Polytechnic, Sigalagala National Polytechnic, The Kenya Coast National Polytechnic, KCA University, Kabarak University, and others. This accreditation is crucial for the successful rollout of the CBET Diploma

and Certificate in Human Resource Management (HRM).

■ HRMPEB has transitioned from two examination series to three, with exams scheduled in April, August, and December starting in April 2025. All training institutions and students are encouraged to align with the new exam schedule to ensure a smooth transition into the revised examination timetable

■ The Revised CHRP Program is gaining significant popularity, with 846 candidates examined, marking a substantial increase from the 620 candidates examined in November 2023.

■ HRMPEB successfully launched a new Strategic Plan (2023-2027) and Corporate image. These initiatives play a pivotal role in propelling the organization towards its goals and vision. This accomplishment underscores the commitment and foresight demonstrated by HRMPEB in advancing its mission. This includes registration, exam booking, exam results, exemption requests, certification, and various other services.



The HRMPEB secretariat and the guests during the colorful event.



HRMPEB Ag. CEO CHRP Margaret Nguu receiving the June 2024 from Ag. Manager Examinations Dr. Leonard Kiragu.



IHRM Chairperson CHRP Odero Philip Dalmas addressing the congregation during the event.



Insights from Dorcas Kosgei, a CHRP student

In our continuing series to provide valuable insights and information to our readers, we sat down with Dorcas Kosgei, a current student pursuing her Certified Human Resource Professional (CHRP) Certification. Dorcas shared her experiences, the challenges, and the rewards of the CHRP program, as well as her thoughts on its relevance and areas for improvement.

When asked about the relevance of the CHRP program, Dorcas was enthusiastic about its impact on her career. “The

CHRP program is incredibly relevant. It covers a comprehensive range of topics essential for HR professionals, from labour laws and Employee relations to strategic HR management,” she said. “The program is designed to equip students with practical skills and knowledge that can be directly applied in the workplace. It also helps in staying updated with the latest trends and best practices in HR, which is crucial in today’s ever-evolving work environment.”

Dorcas recently sat for the June

2024 exams and shared her experience. “The June 2024 exams were quite challenging but also rewarding. The exams were well-structured, testing not only theoretical knowledge but also practical application,” she noted. “I found the case study questions particularly beneficial as they mirror real-life scenarios. The preparation was intense, but it definitely enhanced my understanding and skills in HR.”

While her overall experience has been positive, Dorcas mentioned a few areas for improvement. “One issue is the availability of timely information, “sometimes, updates about exam related schedules/activities or changes in policy are communicated a bit late, which can cause anxiety among students.

Additionally, the exam registration and exemption processes can be cumbersome. Streamlining these processes would greatly benefit students.” Dorcas also heaped praise for the program and the board’s conduct. “The board’s commitment to maintaining high standards in the program is commendable. The instructors in the accredited institutions are knowledgeable and approachable, always willing to help students understand complex concepts,” she said. “I also appreciate the emphasis on ethical practices and the integration of practical assignments, which prepare us for real-world challenges. The sup-

port system, including study groups and curriculum support resources, has been very helpful.” When asked for her suggestions on how to enhance the CHRP program, Dorcas had thoughtful recommendations. “One improvement would be to enhance the private candidature program. While it is functional, there is room for making it more engaging. Incorporating webinars and live sessions would be beneficial, especially for students who prefer interactive learning but for one reason or the other cannot study at institutions,” she suggested. “Another suggestion would be to provide networking opportunities such as HR dinners and corporate workshops. Building connections within the HR community can significantly enhance our career prospects and increase our practical knowledge.”

Before concluding, Dorcas offered advice for those considering the CHRP program. “My advice would be to stay organized

and proactive. The program can be demanding, so it’s important to manage your time effectively and stay on top of your studies. Also, don’t hesitate to seek help when needed. Engage with your peers and instructors, and take advantage of the resources available. Lastly, stay curious and passionate about learning. The field of HR is dynamic, and continuous learning is key to success.”

Dorcas Kosgei’s journey through the CHRP program highlights both the challenges and rewards of pursuing this prestigious designation. Her insights offer a valuable perspective for current and prospective students, emphasizing the importance of dedication, continuous learning, and proactive engagement in the field of human resources. As the CHRP program continues to evolve, feedback from students like Dorcas will play a crucial role in shaping its future.

By Edward Ndimu



Celebrating HR Month with Excellence and team spirit



Team HRMPEB Psyching up ready for task ahead



HRMPEB Football team posing ready for action.



HRMPEB Ag. CEO CHRP Margaret Nguu receiving certificate of achievement from IHRM National Chair CHRP ODero P. Dalmas



Team HRMPEB was recognized with a certificate and medal for the job well done.



Team HRMPEB volleyball team in action



Team HRMPEB football team warming up for the battle ahead.

Since 2017, IHRM has dedicated July to celebrating HR Month in Kenya, honoring the HR profession's pivotal role in the workplace and society. IHRM recognized and celebrated the HR profession with a series of activities throughout the month of July. This year's theme reflects commitment to driving innovation, fostering growth, and promoting creative leadership across all business areas.

On August 3rd, 2024, the Human Resource Management

Professional Examination Board (HRMPEB) as part of HR Month celebrations joined the Institute of Human Resource Management (IHRM) for a vibrant Sports Day.

HRMPEB competed with zeal across various games, showcasing exceptional talent and teamwork by achieving an impressive third-place finish in the football competition and also securing third place in the Chairman's Walking Race Lap. We were honored to receive bronze medals from the IHRM

National Chairman CHRP Odero Phillip Dalmas in recognition of our achievements which was received by HRMPEB Ag. CEO CHRP Margaret Nguu on behalf of the team. This accomplishment is a testament to the dedication and hard work of HRMPEB staff. Even beyond the office, enhancing HR competency remains our mission. Kudos to the entire team for their outstanding performance!

By Bradley Chepkwony

November 2024 CHRP Examinations timetable for both Old and Revised CHRP Curriculum.

 NOVEMBER 2024 CHRP OLD CURRICULUM EXAMINATION TIMETABLE <small>0799016630, 0710560560 www.hrmpeb.or.ke info@hrmpeb.or.ke f X @ j t b in @hrmpeb</small>		
DATE	TIME	SUBJECT
Wednesday 20th Nov 2024	9.00 a.m - 12.00 p.m	CHRP 04: Introduction to Financial Accounting CHRP 19: Counseling and Coaching
	2.00 p.m - 5.00 p.m	CHRP 06: Introduction to Economics CHRP 20: Entrepreneurship and HR Consultancy
Thursday 21st Nov 2024	9.00 a.m - 12.00 p.m	CHRP 12: Employee Resourcing CHRP 17: Leadership and Corporate Governing
	2.00 p.m - 5.00 p.m	CHRP 07: Office Administration and Practice
Friday 22nd Nov 2024	9.00 a.m - 12.00 p.m	CHRP 01: Introduction to HR Management CHRP 18: Strategic Human Resource Management
	2.00 p.m - 5.00 p.m	CHRP 10: Management Information Systems CHRP 21: Human Resource Accounting
Monday 25th Nov 2024	9.00 a.m - 12.00 p.m	CHRP 09: Human Resource Administration
	2.00 p.m - 5.00 p.m	CHRP 08: Organizational Theory and Behaviour CHRP 16: Labour Laws
Tuesday 26th Nov 2024	9.00 a.m - 12.00 p.m	CHRP 11: Organizational Change and Development
	2.00 p.m - 5.00 p.m	CHRP 05: Principles and Practice of Management CHRP 13: Learning and Development
Wednesday 27th Nov 2024	9.00 a.m - 12.00 p.m	CHRP 02: Business Communication CHRP 14: Reward Management
	2.00 p.m - 5.00 p.m	CHRP 03: Business Law CHRP 15: Employee Relations

NOVEMBER 2024 CHRP REVISED CURRICULUM EXAMINATION TIMETABLE <small>0799016630, 0710560560 www.hrmpeb.or.ke info@hrmpeb.or.ke f X @ j t b in @hrmpeb</small>		
DATE	TIME	SUBJECT
Wednesday 20th Nov 2024	9.00 a.m - 12.00 p.m	RCHRP 03: Accounting and Financial Management
	2.00 p.m - 5.00 p.m	RCHRP 13: Organizational Development & Transformation RCHRP 01: Human Resource Management
Thursday 21st Nov 2024	9.00 a.m - 12.00 p.m	RCHRP 05: Employee Resourcing RCHRP 18: Strategic Leadership, Ethics and Governance
	2.00 p.m - 5.00 p.m	RCHRP 10 Performance Management and Productivity
Friday 22nd Nov 2024	9.00 a.m - 12.00 p.m	RCHRP 04: Organizational Theory and Behavior RCHRP 14: Strategic Management for HR Practitioners
	2.00 p.m - 5.00 p.m	RCHRP 07: Compensation and Reward Management
Monday 25th Nov 2024	9.00 a.m - 12.00 p.m	RCHRP 11. Coaching, Mentoring and Counselling
	2.00 p.m - 5.00 p.m	RCHRP 08: Employee Relations and Labour Law
Tuesday 26th Nov 2024	9.00 a.m - 12.00 p.m	RCHRP 12: Research Methods for HR Practitioners
	2.00 p.m - 5.00 p.m	RCHRP 09: Human Resource Development RCHRP 17: Human Resource Audit
Wednesday 27th Nov 2024	9.00 a.m - 12.00 p.m	RCHRP 06: HR Management Information Systems RCHRP 15: HR Accounting, Metrics and Analysis
	2.00 p.m - 5.00 p.m	RCHRP 02: Business Law RCHRP 16: Human Resource Consultancy and Advisory

5th HRMPEB CHRP Certification

Date: 25th Oct 2024





On August 7th, the Human Resource Management Professional Examination Board (HRMPEB) successfully administered the third Competency-Based Education and Training (CBET) exams for the Diploma and Certificate in Human Resource Management. These exams mark a significant milestone in HRMPEB's commitment to enhancing the quality of human resource professionals in Kenya.

CBET is an innovative approach to education that emphasizes the development of practical skills and competencies required in the workplace. Unlike traditional educational methods, CBET focuses on what learners can

do as a result of their training, ensuring that they are well-prepared to meet the demands of the modern workforce.

The importance of these exams cannot be overstated. By aligning the curriculum with industry needs, HRMPEB ensures that graduates are equipped with the knowledge and skills that employers seek. This alignment not only enhances employability but also contributes to the overall growth and professionalism of the human resource field in Kenya.

Furthermore, the successful administration of these exams is a testament to HRMPEB's

dedication to upholding high standards in HR education and certification. As the demand for skilled HR professionals continues to grow, HRMPEB's CBET programs play a crucial role in shaping the future of the industry, ensuring that Kenya remains competitive in the global market.

In conclusion, the third administration of the CBET Diploma and Certificate exams by HRMPEB is a significant step forward in the professionalization of the HR field in Kenya, providing students with the opportunity to demonstrate their competencies and prepare for successful careers in human resource management.

Registration ongoing!



HRMPEB Introduces Three CHRP Examination Series: A Strategic Move towards Efficiency and Growth.

The Human Resource Management Professionals Examinations Board (HRMPEB) has announced a strategic shift in its examination schedule, by introducing Certified Human Resource Professional (CHRP) exams into three annual series. Beginning in April 2025, the exams will be held in April, August, and December, aligning the schedules of both CHRP and CBET programs. This move seeks to enhance operational efficiency, reduce costs, and better serve the needs of candidates and stakeholders.

HRMPEB is mandated in conducting HR examinations, with the CHRP examinations traditionally held in June and November each year. In 2022, the Board introduced the CBET exams, which are currently administered in April, August, and December. The new strategic move will see both CHRP and CBET examination being administered concurrently in April, August and December. The decision to introduce three CHRP series offers numerous advantages:

1. **Shorter Completion Period for CHRP Candidates:** Many CHRP candidates have expressed concerns about the prolonged duration of the program due to the six-month

gap between exams. The new three-series schedule will reduce this interval to three months, enabling candidates to complete the program more quickly and efficiently, similar to other professional exam bodies like KISM and KASNEB.

2. **Expansion of Exam Centers:** The three exam series provides an opportunity to expand exam centers beyond the traditional seven locations used for CHRP exams. New centers in areas such as Sigalagala and Kabete, where CBET exams are already conducted, will be added. This expansion will improve accessibility for candidates, reduce travel costs, and enhance the inclusivity of the HRMPEB programs.

3. **Phasing Out of Old Curricula:** With the CHRP old curriculum set to be phased out in 2025, the new schedule presents an opportunity for over 5,000 students who have yet to complete their CHRP program. The three-series structure will offer these students a manageable timeframe to complete their studies before transitioning to the updated curriculum.

4. **Stakeholder Support:** There is strong support from stakeholders, including candidates, educational institutions, and industry professionals, for

the transition to a three-series examination schedule. This consensus underscores the necessity and viability of the change, ensuring that it aligns with the needs and expectations of the HRMPEB community.

5. **Alignment with Industry Best Practices:** The new schedule aligns with industry best practices, as seen with other professional bodies like KASNEB and KISM, which offer three examination series annually. This alignment will facilitate better planning for candidates, employers, and educational institutions.

The introduction of three CHRP examinations series is a strategic initiative that promises to enhance efficiency, reduce costs, and better serve candidates and stakeholders. By streamlining the examination process, expanding exam centers, and aligning with industry best practices, HRMPEB is poised to offer a more accessible and efficient certification pathway for HR professionals across the country. This move is a proof to HRMPEB's commitment to continuous improvement and the advancement of the HR profession in Kenya.

By laureen Aseka

November 2024 CHRP examinations booking ongoing.

How to book

1. Visit www.hrmpeb.or.ke
2. Click on the students portal option
3. Log into your student portal account or create if you don't have.
4. Select student booking followed by Examination booking tab
5. Follow the simple prompts provided to book for exams.
6. Reload available papers
7. Select papers you want to book
8. Make payments before submitting.

1st August to 15th October 2024

**BOOKING
ONGOING**



Contact
us

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Road, Hill Lane Upperhill, Nairobi



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