

Quiz 2026 CHRP-KE: Newest New CHRP Knowledge Exam Test Sample

CHRP Exam Questions with Correct Answers Latest Update 2025-2026

The research question is... - Answers the uncertainty about smthg in the pop. that an investigator wants to resolve by making measurements on the study participants

Characteristics of a good research question - Answers 1. Important & relevant

2. Feasible

3. Interesting

4. Novel

5. Focused

6. Ethical

Parts of a research proposal - Answers 1. Significance and rationale

2. Research aims

(specific aims & hypo.)

3. Methods and materials

4. Ethical considerations

5. List of references

What is included in the significance and rationale portion of the paper? - Answers 1. Brief description of topic

2. Critical evaluation of existing knowledge/lit. review

3. Description of how your research/filling in gaps of previous research will contribute to betterment of public health/clinical practice

What two things are included in the brief description of your research topic? - Answers 1.

Disease/outcome & risk factor of interest

2. Significance of problem

Good specific aims section should include/should be... (first portion) - Answers 1. Linked to overall goal

2. Focused

3. Expressed in measurable terms

4. Organized to be directly related to research methods

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HRPA CHRP Knowledge Exam Sample Questions (Q67-Q72):

NEW QUESTION # 67

What is the term for an individual's interpretation of the potential for harm based on values, beliefs, and experience with a hazard?

- A. Risk assessment
- **B. Risk perception**
- C. Risk aversion
- D. Risk propensity

Answer: B

Explanation:

Within the Health, Wellness, and Safe Workplace domain of the HRPA Professional Competency Framework, HR professionals are expected to understand factors that influence how employees recognize and respond to hazards. Risk perception refers to an individual's subjective interpretation of potential harm influenced by their values, beliefs, prior experiences, and understanding of the hazard. This affects safety behaviours and the acceptance of controls. By contrast, risk aversion (a preference to avoid risk), risk assessment (a systematic process to evaluate likelihood and severity), and risk propensity (a general tendency to take risks) are distinct constructs.

Relevant Framework Reference (HRPA): Health, Wellness, and Safe Workplace-hazard recognition, psychosocial factors, and worker perception; due diligence in safety communication and training (HRPA Professional Competency Framework; HRPA Study Guide-OHS risk concepts and behavioural influences).

NEW QUESTION # 68

Which of the following is true regarding a mediator's role in helping to resolve a dispute?

- A. The mediator states their opinion to one of the parties while in the company of the other party.
- **B. The mediator can repackage proposals in a way that the parties had not previously considered**
- C. The mediator often makes proposals that allow each party to maintain previous positions.
- D. The mediator will encourage hostile parties to focus on and work through their emotions together.

Answer: B

Explanation:

In HRPA's Labour and Employee Relations competencies (dispute resolution and alternative dispute resolution), mediators act as neutral facilitators who help parties clarify interests, reframe or repackage proposals, test options, and explore settlement without imposing outcomes. They avoid actions that compromise neutrality or escalate conflict. B is risky because mediators typically use caucuses to manage high emotion rather than intensifying confrontation; C violates neutrality and confidentiality norms; D keeps parties stuck in positions rather than moving to interest-based solutions.

Relevant HRPA Reference: HRPA Professional Competency Framework - Labour and Employee Relations (mediation role, neutrality, option generation); HRPA Study Guide - Dispute Resolution and Mediation Practices.

NEW QUESTION # 69

Which of the following market survey sources gives an organization the most control over the quality of the data?

- A. Government agencies
- B. Industry groups
- **C. In-house surveys**
- D. Compensation consultants

Answer: C

Explanation:

Within the Total Rewards domain, the HRPA Professional Competency Framework expects HR practitioners to select and interpret market-pricing sources and to understand their methodological strengths and limitations. Conducting in-house surveys provides the greatest control over data quality because HR can define participants, match jobs precisely to internal roles, specify data cuts (e.g., geography, industry, organization size), and validate the methodology, response rates, and aging factors. External sources-industry groups (A), consultants (C), and government agencies (D)-are valuable, but the organization has limited control over job matching, participant mix, and data treatment.

Relevant Framework Reference (HRPA): Total Rewards-market benchmarking and survey-data governance; ensuring validity, reliability, and appropriate application of compensation survey data.

NEW QUESTION # 70

Which of the following is an example of downward communication?

- A. Intranet
- B. Open-door policy
- C. Suggestion system
- D. Employee surveys

Answer: A

Explanation:

The HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness) identifies communication systems as essential for organizational coordination and culture.

Downward communication refers to information flowing from management to employees, often to provide instructions, policies, or updates.

Intranet serves as a downward communication channel, used by management to share policies, announcements, and procedures.

Employee surveys, open-door policies, and suggestion systems represent upward communication, where employees provide feedback to management.

Extract:

"Downward communication transmits organizational goals, policies, and procedures from management to employees through structured channels such as newsletters, intranets, and memos." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Communication and Change Management) Thus, B. Intranet correctly represents downward communication.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint - Communication and Organizational Design HRPA Exam Preparation Guide - Communication Systems and Structures

NEW QUESTION # 71

Which of the following HR forecasting tools assists management in reviewing summarized information about the capabilities of current employees?

- A. Replacement summaries
- B. Succession plans
- C. Skills inventories
- D. Markov analyses

Answer: C

Explanation:

Within HRPA's Workforce Planning content, internal supply forecasting relies on maintaining skills (or qualifications) inventories that "summarize employees' education, experience, competencies, certifications, and special skills so management can assess current capability and identify gaps." These inventories give a consolidated view of what the workforce can do today, supporting deployment, development, and succession mapping.

Markov analyses (A) project movement/flow probabilities between job states; they do not summarize individual capabilities.

Succession plans (B) map readiness for specific roles rather than cataloging organization-wide capabilities.

Replacement summaries/charts (D) provide quick snapshots of potential backfills for key roles, not a comprehensive capability inventory.

Relevant HRPA references (no external links):

HRPA Study Guide - Workforce Planning: Internal Supply Analysis; Skills/Qualifications Inventories.

HRPA Competency Framework - Workforce Planning: "collect and analyze workforce capability data to inform forecasting and

planning."

NEW QUESTION # 72

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