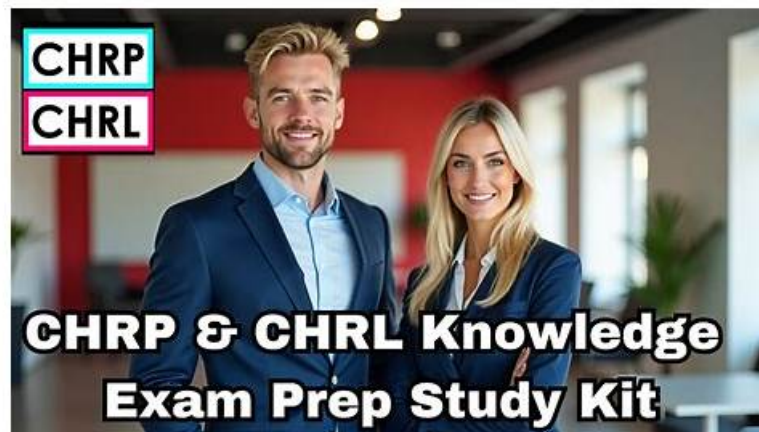


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HRPA CHRP Knowledge Exam Sample Questions (Q148-Q153):

NEW QUESTION # 148

What is the role of the Canadian Human Rights Tribunal?

- A. To develop and conduct education and prevention programs
- B. To administer and enforce the Employment Equity Act
- **C. To review evidence and determine whether discriminatory practices occurred**
- D. To investigate and refer allegations of discrimination

Answer: C

Explanation:

HRPA's employment law content distinguishes between federal human rights bodies: the Canadian Human Rights Commission (CHRC) and the Canadian Human Rights Tribunal (CHRT). The CHRC investigates and may refer cases; the Tribunal is an adjudicative body that hears evidence and decides whether a discriminatory practice occurred and orders appropriate remedies. Education and prevention (B) are CHRC functions; Employment Equity Act administration (C) is not the Tribunal's adjudicative role; investigation and referral (D) are CHRC responsibilities.

Relevant Framework Reference: HRP A Study Guide - Labour & Employment Law (federal human rights system roles: CHRC investigation/settlement; CHRT adjudication and remedies).

NEW QUESTION # 149

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

Answer: B

Explanation:

Within the HRP A 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." (HRPA 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:

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

NEW QUESTION # 150

Which of the following is most likely required when an employee change of address is made in a non-relational database?

- A. A single change of address field within the system
- **B. Multiple change of address fields within the system**
- C. Third-party assistance to complete the change of address
- D. In-house and third-party deletions of the old information

Answer: B

Explanation:

According to the HRP A Human Resources Competency Framework (Functional Domain: Reporting and Financial Management), HR professionals must understand how HR information systems store and manage employee data.

In non-relational databases, data is not stored in interconnected tables. Instead, data may be duplicated across multiple files or systems. Therefore, when an employee's address changes, the update must be made in multiple fields or locations to ensure consistency.

Extract:

"Non-relational databases often require manual updates across multiple records or fields because data redundancy prevents automatic synchronization." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level, Knowledge Area: HR Information Systems and Data Management) Option Analysis:

A: Correct - non-relational systems often have multiple instances of the same data.

B: Applies to relational databases with integrated data structures.

C: Deletions are not standard procedure for data updates.

D: Third-party help is unnecessary unless the database is outsourced.

Therefore, A. Multiple change of address fields within the system is correct.

Verified Reference Summary:

NEW QUESTION # 151

A potential software vendor has offered an HR professional a pair of National Hockey League season tickets if the vendor's software is selected through the procurement process. What are the HR professional's obligations in this situation?

- A. Ignore the offer and let the procurement process proceed
- B. Report the offer to local authorities once all competing bids are received
- **C. Decline the offer but let the vendor remain in the procurement process**
- D. Disclose the offer to the HR manager

Answer: C

Explanation:

The HRP Rules of Professional Conduct and Professional Practice Competency Domain require HR professionals to maintain integrity, objectivity, and avoidance of conflicts of interest in all professional dealings.

Accepting or failing to disclose a gift or incentive from a vendor could compromise impartiality and violate ethical standards. The proper action is to decline the offer while continuing the procurement process transparently.

Extract:

"Members shall avoid situations involving a conflict of interest and shall not accept benefits that could reasonably be seen to influence their professional judgment." (HRPA Rules of Professional Conduct - Section 3.6: Conflict of Interest and Professional Integrity)

Therefore, A. Decline the offer but let the vendor remain in the procurement process is the ethical and compliant course of action.

Verified Reference Summary:

HRPA Rules of Professional Conduct - Section 3.6 (Conflict of Interest) HRP Human Resources Competency Framework - Professional Practice CHRP Knowledge Exam Blueprint - Ethics and Professional Conduct

NEW QUESTION # 152

Which of the following groups of HR Information System users is most likely to access the system frequently, seeking up-to-date information to guide their employee-related decisions?

- A. IT technicians
- **B. Managers**
- C. Recruitment specialists
- D. Clerical employees

Answer: B

Explanation:

Within the HRP Professional Competency Framework under Reporting and Financial Management, HR is expected to enable decision-makers with timely workforce data through HRIS dashboards and self-service reporting. Line managers are the primary operational decision-makers who regularly consult headcount, attendance, scheduling, performance, compensation, and turnover indicators to make daily people decisions (e.g., staffing, approvals, performance coaching). Recruiters (C) access specific recruiting modules intensively but not as broadly across the workforce. Clerical staff (A) and IT technicians (B) are not the main decision users of HRIS analytics.

Relevant HRP references: Reporting and Financial Management-HR technology, metrics, dashboards, and decision support; Organizational Effectiveness-manager self-service and workforce information use.

NEW QUESTION # 153

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