

# Using CHRP-KE Latest Test Braindumps Makes It As Relieved As Sleeping to Pass CHRP Knowledge Exam

## CHRP Practice Exam 1 (Latest) Questions With Complete Solutions!!

What are the 3 basic occupational health and safety rights of all employees?  
 a) The right to know, the right to participate, and the right to refuse unsafe work.  
 b) The right to training, the right to safe conditions, and the right to personal protective equipment.  
 c) The right to know, the right to communicate, and the right to question unsafe conditions.  
 d) The right to safety policies, the right to participate, and the right to established procedures. Answer- A

What are the 4 categories of stress-induced strain reaction?  
 a) Interpersonal, responsibility, performance, and cognitive.  
 b) Acute, chronic, temporary, and catastrophic.  
 c) Psychological, physical, behavioural, and organizational.  
 d) Internal, external, vertical, and horizontal. Answer- B

An organization is charged with a safety offence and defends itself on the grounds that it took all reasonable steps to avoid the particular event. What is this defence known as?  
 a) Due process  
 b) Reasonable cause  
 c) Due diligence  
 d) Just cause Answer- C

Which of the following best describes "general adaptation syndrome"?  
 a) A fight or flight reaction to stress.  
 b) An ability to block out negative stimuli in the environment.  
 c) An ability to change even when the change is more painful than remaining the same.  
 d) A tendency to go along with the group. Answer- A

Which of the following is an engineering intervention in a health and safety program?  
 a) Modifying workplace procedures and policies.  
 b) Encouraging workers to be proactively involved in workplace safety.  
 c) Encouraging workers to follow core safety-related rules.  
 d) Modifying work processes and equipment. Answer- D

At what stage of a fire are flames first visible?  
 a) Free-burning stage

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## HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Training &amp; Development:</b> 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>

Topic 2	<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>
Topic 3	<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>
Topic 4	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Organizational Behavior:</b> 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 6	<ul style="list-style-type: none"> <li>• <b>HR Management:</b> 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 7	<ul style="list-style-type: none"> <li>• Labour Relations</li> <li>• <b>Industrial Relations:</b> This section of the exam measures skills of Labor Relations Specialists and covers the framework of collective bargaining, dispute resolution, and negotiation processes. It includes knowledge of employment laws, union-management relations, and strategies for maintaining positive labour relations within the workplace.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• <b>Recruitment &amp; Selection:</b> 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>
Topic 9	<ul style="list-style-type: none"> <li>• <b>Finance &amp; Accounting:</b> 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>

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### **HRPA CHRP Knowledge Exam Sample Questions (Q119-Q124):**

#### **NEW QUESTION # 119**

When developing an employee value proposition, which of the following should an organization focus on communicating?

- **A. Employee experience**
- B. Employee engagement
- C. Empowerment
- D. Flexibility

**Answer: A**

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Strategy), an Employee Value Proposition (EVP) is defined as the unique set of offerings, associations, and values that an employer provides in return for the skills, capabilities, and experiences employees bring.

The EVP communicates the total employee experience - encompassing culture, leadership, rewards, career opportunities, and work environment.

Extract:

"An employee value proposition articulates the complete employee experience - what employees can expect from the organization in exchange for their contribution, supporting attraction and retention strategies." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Develop and Communicate the Employer Brand and EVP) A (Flexibility) and B (Empowerment): These are components of an EVP but not its overall focus.

C (Employee engagement): Represents an outcome of a strong EVP, not its content.

D (Employee experience): Encompasses all aspects of what the EVP communicates - thus the correct answer.

Therefore, D. Employee experience best represents the focus of an organization's employee value proposition.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Employer Branding and EVP Development HRPA Professional Competency Descriptions - CHRP Level, Strategy Domain

### NEW QUESTION # 120

Which of the following best describes effective preparation of the union and the employer for an arbitration hearing?

- A. Creating an agreed statement of facts
- B. Securing lawyers to represent each of the parties
- C. Selecting the earliest available arbitrator
- D. Booking the hearing at the employer site

**Answer: A**

Explanation:

HRPA's Labour and Employee Relations competencies emphasize principled, efficient dispute resolution and proper preparation for arbitration. A best practice is for the parties to prepare an agreed statement of facts, narrowing the issues in dispute, clarifying evidence, and focusing the arbitrator on the matters requiring adjudication. While counsel (A) and logistics (B, D) may be appropriate, they do not substitute for the substantive efficiency gained by agreeing on facts in advance.

Relevant Framework Reference (HRPA): Collective agreement administration; grievance and arbitration processes-case preparation, evidence management, and issue-narrowing practices (HRPA Professional Competency Framework; HRPA Study Guide-arbitration procedures and advocacy preparation).

### NEW QUESTION # 121

Which form of dispute resolution can save time and money when management and unions voluntarily agree to use it to resolve grievances?

- A. Grievance procedure
- B. Expedited arbitration
- C. Grievance mediation
- D. Grievance arbitration

**Answer: C**

Explanation:

HRPA's labour relations content describes grievance mediation as a voluntary, interest-based process in which a neutral facilitates settlement before arbitration. Mediation is specifically noted for saving time and cost by resolving disputes informally and quickly. While expedited arbitration can shorten timelines, it remains a formal, adjudicative process with associated costs; grievance arbitration is the standard, more time-consuming process; and the grievance procedure is the contractual step framework, not a standalone ADR method.

### NEW QUESTION # 122

What is an organization most likely to do when its demand for labour exceeds its supply?

- A. Implement a hiring freeze
- B. Lay off employees
- C. Allow for attrition
- **D. Hire more employees**

**Answer: D**

Explanation:

HRPA's workforce planning model directs HR to compare forecast labour demand with forecast labour supply and choose strategies accordingly. When demand exceeds supply (a shortage), typical responses include external recruiting, overtime, internal development/advancement, and other acquisition tactics-i.e., hiring more employees. Hiring freezes, layoffs, and attrition are approaches for surpluses (supply exceeds demand).

Relevant HRPA references: HRPA Professional Competency Framework - Workforce Planning and Talent Management (gap analysis and response options for shortages vs. surpluses); HRPA Study Guide - Forecasting and Staffing Strategies.

### NEW QUESTION # 123

Which of the following employee teams would management form to immediately solve a major problem?

- A. Cross-functional team
- **B. Task force**
- C. Project team
- D. Process improvement team

**Answer: B**

Explanation:

The HRPA Study Guide (Organizational Effectiveness content) distinguishes common team structures:

Project teams deliver a defined output over a scheduled timeline.

Cross-functional teams combine diverse functions for ongoing coordination or projects.

Process improvement teams (e.g., quality circles/Kaizen) focus on continuous, incremental improvements.

Task forces are temporary, ad hoc teams formed to address urgent, high-priority problems requiring rapid diagnosis and resolution, disbanding once the issue is resolved.

Given the need to immediately solve a major problem, the appropriate structure is a task force.

Reference to HRPA frameworks and guidance documents or Study Guide (no external links):

HRPA Competency Framework - Learning and Development: needs assessment; evaluation of learning and transfer; aligning learning with organizational goals.

HRPA Study Guide - Training Needs Assessment (organizational, task, person analysis); Training Evaluation (behaviour/transfer and results); OHS Training Cycle (begin with needs analysis); Organizational Effectiveness (team types, including task forces).

### NEW QUESTION # 124

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