

Exam CHRP-KE Simulator & Valid CHRP-KE Test Notes

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"> • Labour Relations • Industrial Relations: 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. |

| | |
|---------|--|
| Topic 2 | <ul style="list-style-type: none"> • 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. |
| Topic 3 | <ul style="list-style-type: none"> • Training & Development: 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. |
| Topic 4 | <ul style="list-style-type: none"> • Recruitment & Selection: 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. |
| Topic 5 | <ul style="list-style-type: none"> • 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. |
| Topic 6 | <ul style="list-style-type: none"> • Finance & Accounting: 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. |

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HRPA CHRP Knowledge Exam Sample Questions (Q20-Q25):

NEW QUESTION # 20

In which type of interview does the interviewer ask a series of job-related questions that focus on relevant past actions?

- A. Unstructured
- B. Mixed (semi-structured)
- C. Situational
- **D. Behavioural**

Answer: D

Explanation:

The HRP A selection competencies distinguish among interview types. Behavioural interviews use structured, job-related questions that probe what candidates did in specific past situations, based on the premise that past behaviour predicts future performance. Situational interviews (B) ask how a candidate would act in a hypothetical future scenario; mixed (A) blends formats; unstructured (D) lacks consistency and reduces reliability.

NEW QUESTION # 21

An employee who increases their smoking, use of alcohol, or reliance on psychotherapeutic drugs during periods of increased stress

is most likely showing which type of strain?

- A. Physical
- B. Psychological
- C. Organizational
- **D. Behavioural**

Answer: D

Explanation:

In HRPAs Health, Wellness, and Safe Workplace content on occupational stress, strain reactions are grouped as psychological (e.g., anxiety, depression), physical/physiological (e.g., headaches, hypertension), and behavioural (e.g., increased smoking, alcohol/drug use, absenteeism). Substance use as a coping response is expressly identified as a behavioural strain indicator.

Relevant HRPAs references (no external links):

HRPA Study Guide - Occupational Stress and Strain: behavioural, psychological, and physiological strain categories.

HRPA Competency Framework - Health, Safety & Wellness: "identify and address factors contributing to stress and unhealthy coping behaviours."

NEW QUESTION # 22

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 invests heavily in new technology but overlooks process adjustments.
- C. Employees express enthusiasm for the change but do not fully understand its implications
- D. The organization hires external consultants to manage the change but gives them limited authority.

Answer: A

Explanation:

The HRPAs 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; HRPAs Study Guide-change management and leadership alignment).

NEW QUESTION # 23

Which of the following circumstances is most likely to result in an overt traumatic injury?

- A. Working in an unnatural position
- B. Being harassed by a co-worker
- C. Applying force to hinge joints
- **D. Being caught under or between pieces of machinery**

Answer: D

Explanation:

Within the HRPAs Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals must understand different categories of workplace injuries to ensure proper risk management and compliance with the Occupational Health and Safety Act (OHSA).

An overt traumatic injury is a sudden injury resulting from a specific event or accident-such as being caught in, under, or between machinery-causing immediate harm (e.g., crushing or amputation).

Extract:

"Overt traumatic injuries result from sudden, forceful incidents such as being struck by or caught between equipment, requiring immediate emergency response and investigation." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Identify and Control Workplace Hazards) Option Analysis:

A: Unnatural positions cause repetitive strain or musculoskeletal disorders (chronic injuries).

B: Correct - describes an acute, traumatic event.

C: Harassment leads to psychological harm, not physical trauma.

D: Force on joints may cause strain, not an overt traumatic injury.

Therefore, B. Being caught under or between pieces of machinery correctly identifies the situation most likely to cause an overt traumatic injury.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Occupational Health and Safety Ontario Occupational Health and Safety Act, R.S.O. 1990 HRPA Exam Preparation Guide - Workplace Accidents and Injury Prevention

NEW QUESTION # 24

Which of the following HR tools documents information to support administrative decisions related to employee retention, development, and termination?

- A. Position analysis questionnaire
- **B. Performance management system**
- C. Needs assessment
- D. Workflow analysis

Answer: B

Explanation:

The HRPA framework positions the performance management system as the core mechanism to set expectations, assess performance, provide feedback, and document development plans and corrective actions. The resulting records support administrative decisions related to retention (e.g., recognition, progression), development (e.g., learning plans, coaching), and termination (e.g., performance documentation, due process).

Workflow analysis (A) examines processes, not individual performance records. Needs assessment (B) identifies learning gaps, but does not comprehensively document performance and corrective actions. A position analysis questionnaire (D) supports job evaluation and design, not ongoing performance documentation.

Relevant Framework Reference (HRPA): Performance management within Talent Management-documentation standards, fairness, and due diligence to inform employment decisions.

NEW QUESTION # 25

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