

# 2Pass4sure HRP A CHRP-KE exam practice questions and answers

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## CHRP Practice Exam 2 Questions & Answers 2024/2025

Which of the five categories of hazard does poor exhaust fall into?

- a) People
- b) Equipment
- c) Environment
- d) Materials - ANSWER C

Which of the following is a Class A fire?

- a) Grease fire
- b) Electrical wiring fire
- c) Waste paper basket fire
- d) Gasoline fire - ANSWER C

Which of the following questions would be asked to identify a situational factor leading to an accident or incident?

- a) Was the work being performed according to procedures?
- b) Was the machine operating in a satisfactory manner?
- c) Did the loud noise of the machinery drown out the warning bell?
- d) Did some unsafe act contribute to the event? - ANSWER B

What workplace hazard causes Raynaud's phenomenon, also known as white knuckle or white finger disease?

- a) Chemical exposure
- b) Stress
- c) Vibration

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## HRPA CHRP Knowledge Exam Sample Questions (Q22-Q27):

### NEW QUESTION # 22

Which of the following workplace accommodations involves assigning light duties and increasing job demands slowly until the employee is performing the full requirements of the pre-injury job?

- A. Work trials
- B. Gradual work exposure
- C. Light-duty work
- D. Support and sheltered work

**Answer: B**

### NEW QUESTION # 23

Which form of discrimination would be most likely to result from a recruitment practice that relies exclusively on employee referrals?

- A. Differential treatment
- B. Unconscious bias
- C. Overt discrimination
- D. Systemic discrimination

**Answer: D**

Explanation:

HRPA's staffing and employment law guidance explains that exclusive reliance on employee referrals can perpetuate workforce homogeneity and create barriers for protected groups, even without intent. This is characteristic of systemic (adverse effect) discrimination-organizational policies or practices that, while neutral on their face, disproportionately exclude or disadvantage certain groups. This differs from differential treatment or overt discrimination (intentional, direct) and from unconscious bias (individual-level bias), which may contribute but does not fully describe the organization-wide impact of a referral-only practice.

Relevant HRPAs references (no external links): HRPAs Study Guide - Recruitment and Selection Compliance; Human Rights and Employment Equity: systemic/adverse effect discrimination; HRPAs Competency Framework - Labour & Employee Relations: ensure selection practices are fair and non-discriminatory.

### NEW QUESTION # 24

In the process of environmental scanning, which stage involves systematically following key indicators that may affect the organization?

- A. Forecasting
- B. Assessing
- C. Scanning
- D. Monitoring

**Answer: D**

Explanation:

The environmental scanning cycle recognized in HRPAs strategy content distinguishes: Scanning (detecting early signals), Monitoring (systematically tracking selected indicators over time), Forecasting (projecting potential outcomes), and Assessing (interpreting organizational implications). The stage that systematically follows key indicators is Monitoring.

### NEW QUESTION # 25

Which of the following types of rater error occurs when supervisors avoid low and high ratings of employees?

- A. Contrast error
- B. Recency effect
- C. Halo effect
- D. Central tendency

**Answer: D**

Explanation:

Within the HRP Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), HR professionals must recognize and minimize rater biases that undermine performance appraisal accuracy.

Central tendency error occurs when evaluators rate all employees around the midpoint of the rating scale, avoiding extreme scores (high or low). This reduces differentiation and fairness in performance management.

Extract:

"Central tendency bias arises when raters avoid using extreme points on a scale, resulting in clustering of ratings near the average and reducing performance differentiation." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Performance Management and Appraisal Systems) Option Analysis:

A (Halo effect): One positive trait influences all ratings.

C (Contrast error): Comparison between employees skews ratings.

D (Recency effect): Recent performance outweighs overall performance.

B (Central tendency): Correct - reflects avoidance of extremes in performance ratings.

Therefore, B. Central tendency is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Performance Appraisal and Rater Error HRP Exam Preparation Guide - Evaluation and Feedback Systems

### NEW QUESTION # 26

In a diverse organization, which of the following initiatives most effectively reduces the risk of cultural misunderstandings that could negatively affect team performance?

- A. Encouraging employees to celebrate their cultural holidays
- **B. Providing cultural competence training**
- C. Implementing a zero-tolerance policy for discrimination
- D. Assigning culturally diverse teams for projects

**Answer: B**

Explanation:

The HRP Human Resources Competency Framework (Functional Domain: Organizational Effectiveness and Learning and Development) highlights cultural competence training as essential to improving collaboration and reducing cultural misunderstandings in diverse workplaces.

Such training enhances employees' awareness of cultural differences, communication styles, and inclusive practices.

Extract:

"Cultural competence training equips employees and leaders to recognize, respect, and effectively manage diversity, reducing conflict and improving team cohesion." (HRPA Competency Framework - Learning and Development, CHRP Level, Key Competency: Develop Diversity and Inclusion Learning Programs) Option Analysis:

A: Zero-tolerance policies define expectations but don't address cultural learning.

B: Correct - builds awareness and practical skills for managing diversity.

C: Exposure to diversity without training may heighten misunderstandings.

D: Celebration promotes inclusion but not competence.

Therefore, B. Providing cultural competence training is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Learning and Development / Organizational Effectiveness CHRP Knowledge Exam Blueprint - Diversity, Equity, and Inclusion HRP Exam Preparation Guide - Cultural Competence and Diversity Training  
Would you like me to continue with QUESTION NO: 57 [Strategy or Professional Practice] next, using the same verified HRP-aligned format?

### NEW QUESTION # 27

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