

# Exam CHRP-KE Tutorial - CHRP-KE Braindumps Pdf

## 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>Labour Relations</b></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 3	<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 4	<ul style="list-style-type: none"> <li>• <b>Occupational Health &amp; Safety</b></li> </ul>
Topic 5	<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>
Topic 6	<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 7	<ul style="list-style-type: none"> <li>• <b>HR Planning:</b> This section of the exam measures the skills of HR Planners and focuses on workforce planning and forecasting to meet organizational needs. It includes succession planning, skills gap analysis, and aligning human capital strategy with long-term organizational goals.</li> </ul>
Topic 8	<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>

## HRPA CHRP Knowledge Exam Sample Questions (Q150-Q155):

### NEW QUESTION # 150

Which of the following is an example of a developmental decision based on the results of an employee's performance appraisal?

- A. Promoting an employee
- **B. Giving an employee more training**
- C. Demoting an employee
- D. Giving an employee a pay increase

**Answer: B**

Explanation:

HRPA differentiates administrative appraisal outcomes (e.g., promotion, pay, discipline) from developmental outcomes (e.g., training, coaching, development plans). Assigning more training directly addresses skill gaps identified in the appraisal and is a classic

developmental decision.

#### NEW QUESTION # 151

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

**Answer: C**

#### NEW QUESTION # 152

Who should be present during an employee's annual performance appraisal meeting?

- A. The employee, the employee's supervisor, and a representative from the organization's HR department
- B. The employee and the employee's supervisor only
- C. The employee, the employee's supervisor, a representative from the organization's HR department, and a representative from the organization's legal department
- D. The employee, the employee's supervisor, and a representative from the organization's legal department

**Answer: B**

Explanation:

HRPA's Professional Competency Framework positions managers as the primary owners of performance management, with HR designing the system, enabling capability, and ensuring consistency and fairness. Annual appraisal meetings are intended to be a direct, two-way conversation focused on goals, results, feedback, and development-best achieved between the employee and their supervisor. HR's role is advisory (policy, tools, training, calibration) rather than a routine attendee. Legal participation is exceptional and reserved for complex risk situations, not standard appraisals.

Therefore, the standard composition is the employee and the supervisor.

Relevant Framework Reference (HRPA):

Professional Competency Framework: performance management-building manager capability; HR designs frameworks and advises, line leaders conduct assessments and feedback.

HRPA Study Guide: performance management cycle and roles (manager-employee dialogue; HR oversight, calibration, and compliance).

#### NEW QUESTION # 153

An HR professional is facing an excessive workload that will prevent her from fulfilling all her duties to the level expected. Which of the following best describes her obligation?

- A. She must accept all HR-related assignments in accordance with the HRPA Rules of Professional Conduct
- B. She is not obligated to accept all professional assignments
- C. She is not obligated to accept all professional assignments, but any assignments she accepts must be in compliance with the HRPA Rules of Professional Conduct and her areas of competence
- D. She is not obligated to accept all professional assignments, but any HR-related assignments she accepts must be in compliance with the HRPA Rules of Professional Conduct

**Answer: C**

Explanation:

The HRPA Rules of Professional Conduct and HRPA Human Resources Competency Framework (Functional Domain: Professional Practice) emphasize that HR professionals must act within the limits of their professional competence and maintain integrity and accountability in accepting or refusing assignments.

Extract:

"Members shall perform professional services only in the areas of their competence and shall not undertake responsibilities they cannot reasonably fulfill to professional standards." (HRPA Rules of Professional Conduct - Section 3.2, Professional Competence)

Therefore:

An HR professional is not obligated to accept every assignment.

Any accepted assignment must be performed in accordance with both professional conduct standards and competence boundaries.

Option C captures this fully, combining both ethical and competency obligations.

Verified Reference Summary:

HRPA Rules of Professional Conduct - Sections 3.1-3.3

HRPA Human Resources Competency Framework - Professional Practice

CHRP Knowledge Exam Blueprint - Ethical Practice and Professional Standards

#### NEW QUESTION # 154

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

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

**Answer: C**

Explanation:

According to the HRPA 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:

HRPA Human Resources Competency Framework - Reporting and Financial Management CHRP Knowledge Exam Blueprint - HRIS Data Management HRPA Exam Preparation Guide - Database Types and Data Integrity

#### NEW QUESTION # 155

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