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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">• 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 2	<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 3	<ul style="list-style-type: none">• Compensation: 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.
Topic 4	<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 5	<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.
Topic 6	<ul style="list-style-type: none">• HR Planning: 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.

HRPA CHRP Knowledge Exam Sample Questions (Q45-Q50):

NEW QUESTION # 45

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

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

Answer: C

Explanation:

The HRPA 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 # 46

What is the first thing an employer should do to minimize damage to morale when pay cuts are unavoidable?

- **A. Provide full information on the crisis and the rationale for the cuts**
- B. Ensure the planned cuts are spread throughout the organization fairly
- C. Commit to providing future rewards when circumstances permit

- D. Seek employee input on ways to deal with the crisis

Answer: A

Explanation:

HRPA emphasizes transparent communication as the immediate, foundational step in managing difficult total rewards changes. When reductions are unavoidable, leaders should first provide clear, complete information on the business situation and the rationale, demonstrating fairness, due process, and respect-critical to sustaining trust and morale. Equity in application (A), consultation for future options (C), and contingent commitments (D) are important, but they follow the primary step of forthright communication. Reference (HRPA): Professional Competency Framework-Total Rewards (communication and change management for rewards); Strategy and Organizational Effectiveness (transparent leadership communication in change); HRPA Study Guide-reward change communications and employee relations considerations.

NEW QUESTION # 47

During the recruitment process, which level of risk control is being used in a workplace safety policy that requires preplacement assessments to demonstrate that employees have suitable characteristics, such as the ability to lift materials?

- A. Elimination
- B. Substitution
- **C. Administrative**
- D. Engineering

Answer: C

Explanation:

Within the HRPA Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are expected to understand the hierarchy of hazard controls, a framework used to reduce workplace risks.

The five levels, from most to least effective, are:

Elimination
Substitution
Engineering controls
Administrative controls
Personal protective equipment (PPE)

Preplacement assessments are an administrative control measure because they involve establishing policies, procedures, and screening processes designed to reduce risk through human and procedural management, not physical changes to the workplace.

Extract:

"Administrative controls reduce risk through training, procedures, and work practices, including employee selection and fitness assessments." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Knowledge Area: Hazard Assessment and Risk Management) Therefore, D. Administrative is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Risk and Hazard Management HRPA Exam Preparation Guide - Hierarchy of Hazard Controls

NEW QUESTION # 48

Which of the following is a tangible resource managed by the HR department?

- A. Innovation capacity
- B. Managerial skills
- **C. Health and wellness programs**
- D. Employer brand

Answer: C

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Strategy), resources managed by HR can be categorized as:

Tangible resources: Physical or measurable assets (e.g., compensation programs, health benefits, HR systems).

Intangible resources: Cultural and capability-based assets (e.g., leadership skills, innovation, reputation).

Extract:

"HR professionals manage both tangible assets, such as benefits and wellness programs, and intangible assets, such as leadership capability and organizational culture." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Align Human Capital Resources with Organizational Goals) A, C, and D are intangible resources.

B . Health and wellness programs are tangible HR-managed resources with measurable financial and operational impact.

Thus, B. Health and wellness programs is the correct answer.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint - Strategic Resource Management HRPA Exam Preparation Guide - HR's Strategic Role in Resource Alignment

NEW QUESTION # 49

At which step of the HR development planning process is an organization responsible for identifying, in collaboration with the employee, resources that are needed for the employee to reach their goals?

- A. Reality check
- B. Action planning
- C. Self-assessment
- D. Goal-setting

Answer: B

Explanation:

HRPA's Learning and Development process model sets out an integrated sequence: self-assessment → reality check → goal-setting → action planning. In action planning, the employee and organization specify the concrete steps, supports, and resources (e.g., courses, coaching, stretch assignments, time, budget) required to achieve agreed development goals, along with timelines and accountabilities.

Self-assessment identifies interests/strengths.

Reality check confirms organizational opportunities/constraints.

Goal-setting defines targets; it does not operationalize resources.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Learning and Development (planning and evaluation of development activities).

HRPA Study Guide - Career Development Planning (four-step model and the purpose of action planning).

NEW QUESTION # 50

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