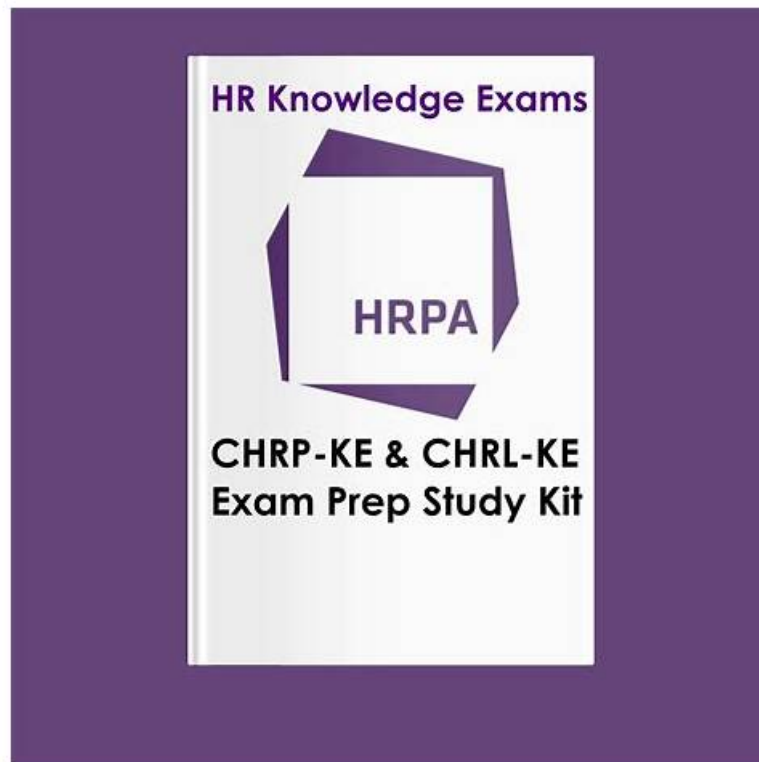


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HRPA CHRP Knowledge Exam Sample Questions (Q163-Q168):

NEW QUESTION # 163

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

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

Answer: A

Explanation:

Within the HRP 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 HRP Exam Preparation Guide - Workplace Accidents and Injury Prevention

NEW QUESTION # 164

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

- A. Expedited arbitration
- B. Grievance procedure
- 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 # 165

Which of the following HR activities supports organizational guidelines to help prevent and address employee-related problems, such as unacceptable workplace conduct and poor punctuality?

- A. HR planning
- B. Cultural audits
- C. Policy development
- D. Employee advocacy

Answer: C

Explanation:

The HRPA framework for Labour and Employee Relations assigns HR accountability for developing, implementing, and communicating policies and procedures that set standards for conduct, attendance, and corrective action. Clear, consistently applied policies provide the guidelines that prevent issues and structure the organization's response (e.g., progressive discipline, attendance management). Cultural audits (diagnostic), employee advocacy (representation/support), and HR planning (staffing forecasts) do not, by themselves, establish enforceable guidelines for addressing conduct or punctuality.

NEW QUESTION # 166

What is the purpose of the management rights article in a collective agreement?

- A. It gives management more power in the event of arbitration
- B. It gives management more control and flexibility over items such as job seniority
- C. It gives management the right to determine the length of the collective agreement
- **D. It gives management the right to manage the organization, unless stated otherwise**

Answer: D

Explanation:

HRPA's Labour and Employee Relations guidance explains that collective agreements commonly include a management rights clause, which reserves to the employer the inherent right to manage and direct the enterprise-such as organizing work, assigning duties, and setting operational policies-except to the extent that such rights are limited by the specific terms of the collective agreement or applicable law. It does not, by itself, determine agreement length (which is negotiated), confer special advantage at arbitration, or unilaterally change seniority provisions (which are governed by explicit clauses).

NEW QUESTION # 167

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

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

Answer: B

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 # 168

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