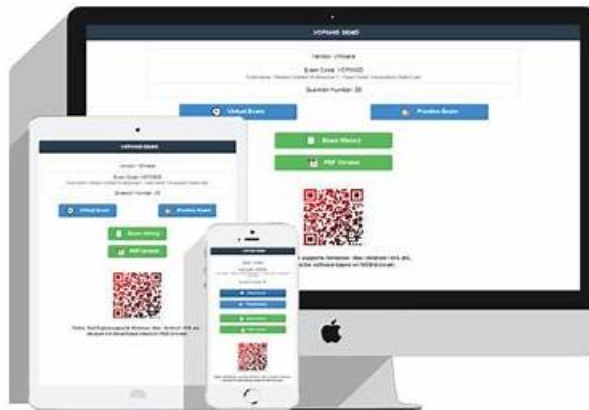


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## HRPA CHRP Knowledge Exam Sample Questions (Q52-Q57):

### NEW QUESTION # 52

Which of the following best measures how HR practices support the full scope of an organization's customer retention strategy?

- A. Balanced scorecard method
- B. Benchmarking review
- C. Customer satisfaction surveys
- D. Cost-benefit analysis

**Answer: A**

Explanation:

The HRP framework emphasizes using integrated performance frameworks to link HR practices to business outcomes. A balanced scorecard translates strategy into measures across multiple perspectives-financial, customer, internal process, and learning & growth-allowing HR to connect capability, culture, and people practices to customer retention outcomes while monitoring leading and lagging indicators. Cost-benefit analysis (A) is narrow and financial only; customer satisfaction surveys (C) capture one output dimension; benchmarking (D) compares to others but does not holistically show strategic cause-effect within the organization. Relevant Framework Reference (HRPA): Professional Competency Framework-Reporting and Financial Management and Strategy (strategic measurement systems; balanced scorecard); HRP Study Guide-HR metrics aligned to customer and organizational outcomes.

### NEW QUESTION # 53

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

**Answer: A**

Explanation:

The HRP Rules of Professional Conduct and HRP 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." (HRP 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:

HRP Rules of Professional Conduct - Sections 3.1-3.3

HRP Human Resources Competency Framework - Professional Practice

CHRP Knowledge Exam Blueprint - Ethical Practice and Professional Standards

### NEW QUESTION # 54

What is the term for the combined knowledge, skills, and capabilities of an HR professional that add economic benefit to an organization?

- A. Human capital
- B. Value creation
- C. Sustainability
- D. Mentorship

**Answer: A**

Explanation:

The HRPA Professional Competency Framework defines human capital as the aggregate knowledge, skills, abilities, and other attributes possessed by individuals that can be deployed to create organizational value. In the HR context, the competencies and capabilities of HR professionals themselves constitute human capital when applied to improve outcomes (e.g., talent, culture, performance). "Value creation" (A) describes the outcome, not the underlying stock of capabilities; "sustainability" (C) is a broader organizational objective; and "mentorship" (D) is a development method, not the asset itself.

Relevant Framework Reference (HRPA): Professional Practice-role of HR as a strategic asset; definitions of human capital and its contribution to organizational performance.

#### **NEW QUESTION # 55**

Which of the following describes a mechanism to increase employee engagement by sharing the organization's earnings at the end of the year?

- A. Gain-sharing plan
- **B. Profit-sharing plan**
- C. Production bonuses
- D. Stock option plan

**Answer: B**

Explanation:

HRPA's Total Rewards guidance differentiates shared-success plans by what is being shared. Profit-sharing distributes a portion of the organization's profits/earnings, often on an annual basis, to employees-explicitly connecting employee contribution to year-end organizational results and thereby supporting engagement.

Production bonuses reward output levels, not earnings.

Stock options provide a right to purchase shares and are tied to market value appreciation, not necessarily current-year earnings distribution.

Gain-sharing shares productivity or cost-saving gains (unit/department level), not overall profits.

Reference (HRPA):

Professional Competency Framework - Total Rewards: distinguishing profit-sharing from gain-sharing and output bonuses.

HRPA Study Guide - Variable Pay: definitions and purposes of profit-sharing versus gain-sharing.

#### **NEW QUESTION # 56**

An organization wants to develop a program to identify and manage physical, human, and financial factors that can help reduce its potential liabilities. What type of program would meet its requirements?

- A. Organizational forensics program
- B. Due diligence program
- **C. Risk assessment program**
- D. Organizational well-being program

**Answer: C**

Explanation:

HRPA positions risk assessment/risk management as a core organizational effectiveness practice: systematically identifying, analyzing, and treating risks across people, operations, and finance to reduce exposure and liability. While due diligence is a compliance expectation within risk management, a risk assessment program is the overarching approach that identifies and manages these factors.

#### **NEW QUESTION # 57**

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