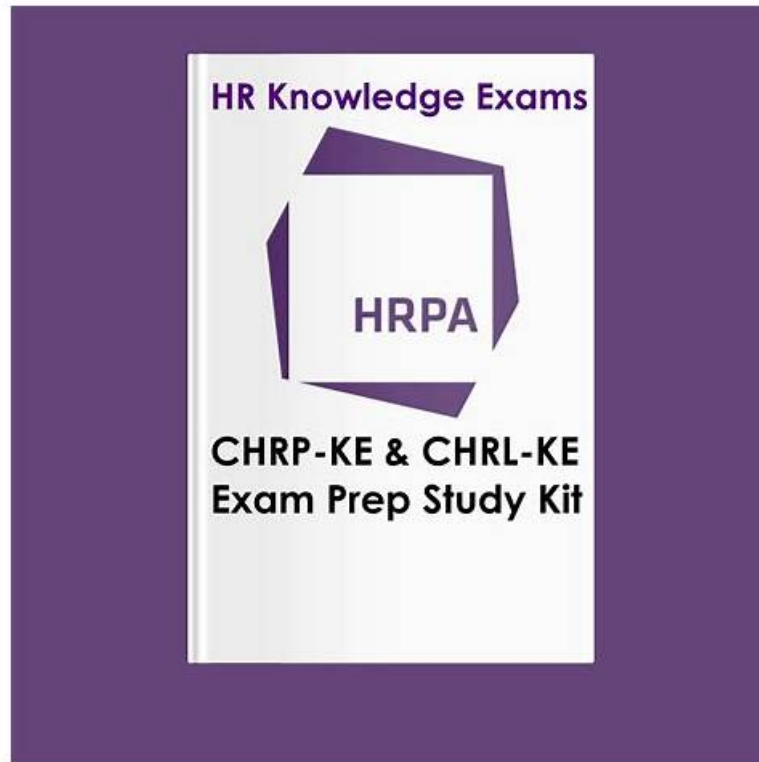


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HRPA CHRP Knowledge Exam Sample Questions (Q40-Q45):

NEW QUESTION # 40

Which of the following total rewards elements most directly increases productivity?

- A. Salary range structure promotion differentials
- B. Employee and organization matching stock ownership awards
- C. Incentive-based plans with individual and/or organization-wide performance measures
- D. Flexible benefit spending account coverage

Answer: C

Explanation:

The HRPA Professional Competency Framework under Total Rewards requires HR to design pay programs that reinforce desired performance outcomes. Incentive-based plans that tie rewards to individual and/or enterprise performance measures create a clear line of sight between effort and reward, which is identified in HRPA guidance as the compensation lever that most directly drives productivity and results.

Stock ownership (A) strengthens long-term alignment but is an indirect productivity driver.

Promotion differentials (B) relate to career progression and market structure, not day-to-day output.

Flexible benefits (C) support attraction and wellbeing, not direct productivity linkage.

Reference (HRPA):

Professional Competency Framework - Total Rewards: aligning variable pay with measurable performance to influence productivity.

HRPA Study Guide - Compensation: pay-for-performance plans as primary mechanisms to drive output and results.

NEW QUESTION # 41

A training program costs \$200,000 and the financial benefit is \$600,000. What is the return on investment for each dollar spent?

- A. -\$0.67
- B. \$0.67
- C. \$2.00
- D. -\$2.00

Answer: C

Explanation:

HRPA's metrics guidance defines ROI as $(\text{Benefit} - \text{Cost}) \div \text{Cost}$ and also expresses it as the net return per \$1 invested. Here, $(600,000 - 200,000) \div 200,000 = 2.00$, meaning each dollar spent generated \$2.00 in net return.

NEW QUESTION # 42

How should an HR professional respond to an employee who wants to understand why their prescription benefit claim has been denied?

- A. Discuss with the employee their experience obtaining coverage for other prescriptions
- B. Follow up with the pharmacist on behalf of the employee
- C. Provide the employee with the benefit plan administrator's contact information
- D. Notify the employee's manager and request their intervention

Answer: C

Explanation:

The HRPA Human Resources Competency Framework (Functional Domain: Total Rewards) outlines that HR professionals are responsible for administering employee benefit programs and ensuring compliance with privacy and governance standards.

When employees inquire about claim decisions, the HR role is to direct them to the benefit plan administrator-the party authorized to explain claim determinations. HR must not discuss medical or personal details, as doing so could breach confidentiality or privacy regulations.

Extract:

"HR professionals provide accurate information about benefit administration processes and refer employees to the appropriate service providers for confidential claim resolution." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Administer Employee Benefit Programs) Therefore, B. Provide the employee with the benefit plan administrator's contact information is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint - Compensation and Benefits HRPA Exam Preparation Guide - Benefits Administration and Privacy

NEW QUESTION # 43

An employee who increases their smoking, use of alcohol, or reliance on psychotherapeutic drugs during periods of increased stress is most likely showing which type of strain?

- A. Behavioural
- B. Organizational
- C. Psychological
- D. Physical

Answer: A

Explanation:

In HRPAs Health, Wellness, and Safe Workplace content on occupational stress, strain reactions are grouped as psychological (e.g., anxiety, depression), physical/physiological (e.g., headaches, hypertension), and behavioural (e.g., increased smoking, alcohol/drug use, absenteeism). Substance use as a coping response is expressly identified as a behavioural strain indicator.

Relevant HRPAs references (no external links):

HRPA Study Guide - Occupational Stress and Strain: behavioural, psychological, and physiological strain categories.

HRPA Competency Framework - Health, Safety & Wellness: "Identify and address factors contributing to stress and unhealthy coping behaviours."

NEW QUESTION # 44

A team leader notices that team members are reluctant to share ideas. Which of the following interventions is most likely to improve this situation?

- A. Increasing performance-based bonuses.
- B. Assigning individual tasks instead of group tasks.
- C. Implementing regular team-building exercises.
- D. Reducing the frequency of team meetings.

Answer: C

Explanation:

The HRPAs framework highlights HR's role in building effective teams, strengthening trust, and fostering open communication and psychological safety. Regular team-building exercises develop interpersonal trust, clarify norms, and improve collaboration-key conditions for idea sharing. Reducing meetings (A) can further limit dialogue; emphasizing bonuses (C) may intensify competition rather than collaboration; shifting to individual tasks (D) reduces opportunities for joint problem-solving. Team-building directly targets the climate that supports voice and knowledge sharing, consistent with HRPAs Organizational Effectiveness competencies on group dynamics and team performance.

NEW QUESTION # 45

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