

CHRP-KE Exam Score - CHRP-KE Free Exam Questions

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"> 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 2	<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 3	<ul style="list-style-type: none"> Labour Relations Industrial Relations: 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.
Topic 4	<ul style="list-style-type: none"> Occupational Health & Safety
Topic 5	<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.

HRPA CHRP Knowledge Exam Sample Questions (Q81-Q86):

NEW QUESTION # 81

Which form of discrimination would be most likely to result from a recruitment practice that relies exclusively on employee referrals?

- A. Differential treatment
- B. Systemic discrimination**
- C. Overt discrimination
- D. Unconscious bias

Answer: B

Explanation:

HRPA's staffing and employment law guidance explains that exclusive reliance on employee referrals can perpetuate workforce homogeneity and create barriers for protected groups, even without intent. This is characteristic of systemic (adverse effect) discrimination-organizational policies or practices that, while neutral on their face, disproportionately exclude or disadvantage certain groups. This differs from differential treatment or overt discrimination (intentional, direct) and from unconscious bias (individual-level bias), which may contribute but does not fully describe the organization-wide impact of a referral-only practice.

Relevant HRPA references (no external links): HRPA Study Guide - Recruitment and Selection Compliance; Human Rights and Employment Equity: systemic/adverse effect discrimination; HRPA Competency Framework - Labour & Employee Relations: ensure selection practices are fair and non-discriminatory.

NEW QUESTION # 82

Why is it more cost effective for employers to purchase dental coverage than for employees to do so individually?

- A. Utility

- B. Dividends
- **C. Economies of scale**
- D. Indexation

Answer: C

Explanation:

Under the Total Rewards competencies of the HRPA Professional Competency Framework, HR professionals are required to design and administer group benefits that balance value and cost. Group benefit plans leverage risk pooling and economies of scale: the larger the insured group, the lower the per-member administrative load and risk premium, which translates into lower average cost than individually purchased coverage.

Why not A, C, or D? "Dividends" are not a defining feature of dental plans; "utility" is an economics concept, not a pricing mechanism; and "indexation" refers to benefit adjustments (e.g., to inflation), not to why group dental coverage costs less.

Reference (HRPA):

Professional Competency Framework - Total Rewards (Group Benefits): apply principles of risk pooling and economies of scale in benefits design.

HRPA Study Guide - Group Insurance Fundamentals: group purchasing reduces unit costs compared to individual insurance.

NEW QUESTION # 83

Which of the following is true about action learning?

- A. It may increase employee attrition.
- B. Reflection replaces feedback.
- C. It suits small organizations better than multinationals
- **D. It is cost effective.**

Answer: D

Explanation:

HRPA's Learning and Development materials describe action learning as a development method where small groups work on real organizational problems, apply solutions, and reflect on results. Because learning occurs on the job while simultaneously solving business issues, it is regularly cited as cost-effective relative to classroom programs that remove employees from work. Reflection and feedback are both integral-reflection does not replace feedback; they complement each other to deepen learning and transfer. Action learning scales to large, multi-site organizations as well as small ones and is not associated with increasing attrition.

Relevant HRPA references (no external links): HRPA Study Guide - Learning Methods: Action Learning; HRPA Competency Framework - Learning & Development: select cost-effective, business-aligned learning methods.

NEW QUESTION # 84

Which of the following types of training would best convey an organization's values and decision-making policies and thus optimize organizational effectiveness?

- **A. Ethics training**
- B. Racial harassment training
- C. Diversity training
- D. Cross-cultural training

Answer: A

Explanation:

Within the Learning and Development and Professional Practice domains of the HRPA Competency Framework, HR is expected to design and deliver learning that "aligns with organizational values, policy requirements, and decision-making standards" and that "builds ethical awareness, judgement, and conduct consistent with the organization's code and policies." Ethics training explicitly teaches the organization's values, standards of conduct, and policy-based decision rules, which is why it is the direct vehicle to communicate how choices should be made in the workplace.

By comparison, diversity or cross-cultural training (A and B) build awareness and interpersonal competence, and racial harassment training (D) focuses on legal compliance and prevention; all are important, but ethics training most directly embeds the organization's values and decision-making expectations, thereby supporting organizational effectiveness.

Relevant HRPA references: Professional Competency Framework - Learning & Development (align learning to values and policies; develop ethical decision-making capabilities); Professional Practice (apply and reinforce codes, policies, and ethical standards

through training).

NEW QUESTION # 85

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

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 # 86

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