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CHRP Exam 2024 Questions & Answers 100% CORRECT

Define accreditation - ANSWERallows employers to be certified and part of the bargaining agent for a unit of employers

Accountability - ANSWERWillingness to take credit and blame for actions, requirement for a person take responsibility for their actions, career, development progress and accomplishments

accommodation - ANSWERSpolicies, strategies, and programs designed to help and assist employees, including those in protected designated groups (with access to or integration in the workforce or organization)

Adjudication - ANSWERInvolves a neutral third party with the power to come to a binding decision. Process for resolving disputes where both sides are disputing cases to neutral third party. This process can involve arbitration, it generally involves use of available public dispute resolution forums such as public courts

Adult Learner - ANSWERSA person who has passed the age of secondary school, actively enrolled in a formal or informal learning environment, setting, or program

Adult education - ANSWERSTheory that adults are motivated by internal factors as opposed to external factors/rewards. With self directed application of their interests, and experiences to learning environment.

Adverse Action - ANSWEREmployee discipline taken in the form of writing, a warning, or letter outlining discipline occurring such as suspension or termination

Adverse Impact - ANSWERShiring\ discriminatory practices that affect a group of people from a specific protected group such as visible minorities, women, indigenous people or the disabled such as hiring only people who are 6 feet tall or not hiring someone due to color or race

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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">Occupational Health & Safety
Topic 3	<ul style="list-style-type: none">Labour RelationsIndustrial 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">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 5	<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 6	<ul style="list-style-type: none">HR Management: This section of the exam measures the skills of HR Generalists and focuses on understanding the role and functions of human resources within an organization. It covers HR policies, strategic alignment of HR practices with business goals, and managing employee relations to ensure organizational effectiveness and compliance.
Topic 7	<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.
Topic 8	<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 9	<ul style="list-style-type: none">This section of the exam measures the skills of Health and Safety Officers and covers workplace safety practices, hazard identification, and compliance with health and safety regulations. It focuses on promoting employee well-being, implementing prevention programs, and managing risks in the work environment.

HRPA CHRP Knowledge Exam Sample Questions (Q64-Q69):

NEW QUESTION # 64

What is the purpose of the National Standard for Psychological Health and Safety in the Workplace?

- A. To create awareness of workplace stressors
- B. To mandate legislation to address employee psychological health and safety
- C. To provide organizations with tools to improve psychological health and safety

- D. To require large employers to have an employee and family assistance program

Answer: C

Explanation:

The HRPAs competency area for Health, Wellness, and Safe Workplace expects HR to implement recognized standards and practices that support psychological health. The National Standard for Psychological Health and Safety in the Workplace (CSA Z1003 / MHCC) is a voluntary framework that offers policies, procedures, and implementation tools to systematically identify, assess, and control psychosocial hazards and to promote a psychologically healthy and safe workplace.

It goes beyond simple awareness (A) by providing structured implementation guidance.

It does not mandate EFAPs (B) nor create legislative obligations (D); rather, it guides organizations to build comprehensive psychological H&S programs consistent with due diligence and continuous improvement.

Relevant Framework Reference (HRPA):

Professional Competency Framework: competencies on implementing health and safety programs, including psychological health and safety practices.

HRPA Study Guide: overview of the National Standard (voluntary nature; framework, tools, and guidance for organizational implementation).

NEW QUESTION # 65

Which of the following best describes effective preparation of the union and the employer for an arbitration hearing?

- A. Creating an agreed statement of facts
- B. Securing lawyers to represent each of the parties
- C. Selecting the earliest available arbitrator
- D. Booking the hearing at the employer site

Answer: A

Explanation:

HRPA's Labour and Employee Relations competencies emphasize principled, efficient dispute resolution and proper preparation for arbitration. A best practice is for the parties to prepare an agreed statement of facts, narrowing the issues in dispute, clarifying evidence, and focusing the arbitrator on the matters requiring adjudication. While counsel (A) and logistics (B, D) may be appropriate, they do not substitute for the substantive efficiency gained by agreeing on facts in advance.

Relevant Framework Reference (HRPA): Collective agreement administration; grievance and arbitration processes-case preparation, evidence management, and issue-narrowing practices (HRPA Professional Competency Framework; HRPAs Study Guide-arbitration procedures and advocacy preparation).

NEW QUESTION # 66

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

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

Answer: B

Explanation:

The HRPAs 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 # 67

How can HR professionals use big data to improve employee retention?

- **A. Big data can be used to forecast which employees are most likely to leave the organization.**
- B. Big data can be used to analyze social media profiles to identify the most suitable job candidates.
- C. Big data can be used to assess the real-time performance of employees.
- D. Big data can be used for image advertising to attract specific job seekers.

Answer: A

Explanation:

Within the HRP Professional Competency Framework under Reporting and Financial Management (HR metrics and analytics), HR is expected to gather, analyze, and interpret HR data to provide predictive insights that inform decisions. Applying predictive analytics to turnover data-such as tenure, performance, engagement, absenteeism, and career progression-enables HR to forecast which employees are at risk of leaving and to target retention interventions accordingly. Options A and C relate to attraction/branding, and B concerns performance monitoring rather than retention risk modeling.

Relevant HRP Reference: HRP Professional Competency Framework - Reporting and Financial Management (HR analytics, predictive insights for decision-making); HRP Study Guide - HR Metrics & Analytics (predictive models for turnover/retention).

NEW QUESTION # 68

The newest training professional at Mullins Motors wants to show initiative by recommending a training program. What should be the primary consideration for the type of training to propose to this organization?

- A. It should allow employees to quickly acquire a new skill
- **B. It should align with the strategic direction of the organization**
- C. It should be the most cost-effective for the organization
- D. It should be engaging and therefore enjoyable for the employees

Answer: B

Explanation:

The HRP Professional Competency Framework places strategic alignment at the core of HR practice. Within the Learning and Development and Strategy domains, HR is expected to ensure that learning initiatives are aligned with organizational strategy and contribute to business outcomes (e.g., competencies on aligning HR programs with organizational goals; integrating learning plans with strategic plans). This means the first and primary filter for proposing training is whether it supports the organization's strategic direction and capability needs.

While cost-effectiveness (B), engagement (C), and speed of skill acquisition (D) are important secondary design criteria, they follow - not precede - alignment to strategy. A program that is inexpensive, enjoyable, or fast, but not strategically aligned, does not meet HRP's expectations for value creation through L&D.

Reference (HRP):

Professional Competency Framework: Strategy and Learning & Development domains (competencies on aligning programs with organizational strategy; building capability to deliver strategy).

HRP Study Guide: Learning & Development planning and evaluation; strategic alignment of L&D to business goals.

NEW QUESTION # 69

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