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HRPA CHRP Knowledge Exam Sample Questions (Q15-Q20):

NEW QUESTION # 15

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

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

Answer: A

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 # 16

Which of the following workplace accommodations involves assigning light duties and increasing job demands slowly until the employee is performing the full requirements of the pre-injury job?

- **A. Gradual work exposure**
- B. Light-duty work
- C. Work trials
- D. Support and sheltered work

Answer: A

NEW QUESTION # 17

An organization's goal is to include more employees in the decision-making process. Which of the following organizational structures should it implement?

- **A. Decentralized**
- B. Formalized
- C. Small span of control
- D. Departmentalized

Answer: A

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), HR professionals must understand organizational design principles, including decision-making authority and structural configuration.

Decentralized Structure:

Distributes decision-making authority to lower organizational levels.

Encourages employee participation, innovation, and faster responsiveness.

Extract:

"Decentralized structures promote shared decision-making and empowerment, enhancing engagement and adaptability." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Support Organizational Design and

Development) Formalized Structure: Emphasizes rules and procedures; limits flexibility.
Small Span of Control: Involves close supervision but does not necessarily increase decision participation.
Departmentalized: Groups employees by function or product; not related to decision-making inclusion.
Thus, A. Decentralized is the correct answer.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRP A Exam Preparation Guide - Organizational Design and Effectiveness

NEW QUESTION # 18

Alannah consistently has a positive view of life and believes everyone she works with has a similar view. What is this an example of?

- A. Projection
- B. Contrast effect
- C. Halo effect
- D. Stereotyping

Answer: A

Explanation:

In the HRP A Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), understanding perceptual and cognitive biases is crucial for effective performance management, team dynamics, and leadership decision-making. Projection occurs when individuals attribute their own traits, attitudes, or beliefs to others, assuming others think or behave as they do.

Extract:

"Projection bias occurs when individuals assume others share their values, attitudes, or perspectives, potentially distorting judgment and interpersonal understanding." (HRPA Competency Framework - Organizational Effectiveness, Knowledge Area: Interpersonal Dynamics and Communication) Option Analysis:

A (Stereotyping): Attributing group characteristics to individuals.

B (Contrast effect): Comparing one person to another, affecting evaluation.

C (Halo effect): Letting one positive trait influence overall judgment.

D (Projection): Correct - assuming others share one's own outlook or mindset.

Therefore, D. Projection accurately describes Alannah's behavior.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Perception and Decision-Making in Organizations HRP A Exam Preparation Guide - Cognitive and Perceptual Bias in HR

NEW QUESTION # 19

In the context of a data-driven HR strategy, which of the following questions is most concerned with the foundational aspects of the data initiative?

- A. Who will be responsible for analyzing the data?
- B. How will we report and present insights from data?
- C. What problems do we need to solve?
- D. What are the infrastructure implications?

Answer: D

Explanation:

HRPA's analytics guidance distinguishes foundational considerations (data architecture, systems integration, data quality, governance, storage, privacy/security) from downstream activities (analysis, reporting, and roles). Asking "What are the infrastructure implications?" targets the foundational layer-platforms, integrations (HRIS, ATS, payroll), data pipelines, and controls that underpin any analytics initiative. Questions about reporting (A), problem framing (B), and analytical responsibility (C) are essential, but they sit above the technical foundation that enables reliable, scalable analytics.

Relevant HRP A references (no external links): HRP A Study Guide - HR Metrics, Analytics, and Technology: data governance and infrastructure; HRP A Competency Framework - Reporting & Financial Management: establish data systems and controls for analytics.

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