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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">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 2	<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.

Topic 3	<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 4	<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 5	<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.

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100% Pass Quiz HRP A - C HRP-KE - Updated Free C HRP Knowledge Exam Exam Dumps

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HRP A C HRP Knowledge Exam Sample Questions (Q111-Q116):

NEW QUESTION # 111

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

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

Answer: D

Explanation:

Under the Total Rewards competencies of the HRP A 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 (HRP A):

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

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

NEW QUESTION # 112

Who is responsible for disseminating information about employee benefits?

- A. The government
- **B. The employer**
- C. The healthcare service provider

- D. The benefits carrier

Answer: B

Explanation:

Within the HRP Human Resources Competency Framework (Functional Domain: Total Rewards), the employer holds responsibility for communicating and administering employee benefits.

Although benefits may be delivered through third-party carriers, the employer remains accountable for ensuring employees receive accurate, timely, and compliant benefit information.

Extract:

"Employers are responsible for communicating benefits information clearly and ensuring employees understand their entitlements and obligations." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Administer and Communicate Employee Benefit Programs) Option Analysis:

A: Governments regulate, not communicate, benefits.

B: Carriers provide materials but employers must distribute and explain them.

C: Correct - ultimate responsibility lies with the employer.

D: Healthcare providers deliver services, not benefit communication.

Therefore, C. The employer is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Total Rewards

CHRP Knowledge Exam Blueprint - Benefits Administration

HRPA Exam Preparation Guide - Employer Responsibilities in Benefits Communication

NEW QUESTION # 113

Which of the following is the most immediate challenge an organization faces as a result of high employee turnover?

- **A. Decreased productivity**
- B. Loss of institutional knowledge
- C. Reduced employee morale
- D. Disruption of team dynamics

Answer: A

Explanation:

The HRP Professional Competency Framework expects HR to track and interpret workforce metrics (including turnover) for operational impact. High, unplanned turnover creates immediate capacity gaps-vacant roles, onboarding lags, and rework-that directly and immediately reduce output, service levels, and cycle times, i.e., decreased productivity.

While reduced morale (A), disrupted team dynamics (B), and loss of institutional knowledge (C) are real and often significant consequences, they typically materialize and compound over time. The first and most immediate operational impact HR should flag and mitigate in workforce planning is the drop in productivity stemming from coverage gaps and decreased efficiency.

Reference (HRPA):

Professional Competency Framework: Workforce Planning and Talent Management (analyzing turnover and capacity; mitigating operational risk from staffing gaps).

HRPA Study Guide: Turnover metrics, vacancy impacts, and productivity implications in workforce planning.

NEW QUESTION # 114

When developing an employee value proposition, which of the following should an organization focus on communicating?

- **A. Employee experience**
- B. Flexibility
- C. Employee engagement
- D. Empowerment

Answer: A

Explanation:

In the HRP Human Resources Competency Framework (Functional Domain: Strategy), an Employee Value Proposition (EVP) is defined as the unique set of offerings, associations, and values that an employer provides in return for the skills, capabilities, and experiences employees bring.

The EVP communicates the total employee experience - encompassing culture, leadership, rewards, career opportunities, and work environment.

Extract:

"An employee value proposition articulates the complete employee experience - what employees can expect from the organization in exchange for their contribution, supporting attraction and retention strategies." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Develop and Communicate the Employer Brand and EVP) A (Flexibility) and B (Empowerment): These are components of an EVP but not its overall focus.

C (Employee engagement): Represents an outcome of a strong EVP, not its content.

D (Employee experience): Encompasses all aspects of what the EVP communicates - thus the correct answer.

Therefore, D. Employee experience best represents the focus of an organization's employee value proposition.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Employer Branding and EVP Development HRPA Professional Competency Descriptions - CHRP Level, Strategy Domain

NEW QUESTION # 115

Which of the following groups of HR Information System users is most likely to access the system frequently, seeking up-to-date information to guide their employee-related decisions?

- A. Managers
- B. IT technicians
- C. Clerical employees
- D. Recruitment specialists

Answer: A

Explanation:

Within the HRPA Professional Competency Framework under Reporting and Financial Management, HR is expected to enable decision-makers with timely workforce data through HRIS dashboards and self-service reporting. Line managers are the primary operational decision-makers who regularly consult headcount, attendance, scheduling, performance, compensation, and turnover indicators to make daily people decisions (e.g., staffing, approvals, performance coaching). Recruiters (C) access specific recruiting modules intensively but not as broadly across the workforce. Clerical staff (A) and IT technicians (B) are not the main decision users of HRIS analytics.

Relevant HRPA references: Reporting and Financial Management-HR technology, metrics, dashboards, and decision support; Organizational Effectiveness-manager self-service and workforce information use.

NEW QUESTION # 116

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