

CHRP-KE Practice Engine & CHRP-KE Valid Exam Camp

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">• 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 2	<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 3	<ul style="list-style-type: none"> Occupational Health & Safety
Topic 4	<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 5	<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 6	<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 7	<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.

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HRPA CHRP Knowledge Exam Sample Questions (Q137-Q142):

NEW QUESTION # 137

An organization sends a service employee to a training program to improve their customer service skills. What goal is the organization trying to achieve?

- A. Helping the employee improve their well-being.
- B. Supporting the employee in performing future job responsibilities.
- C. **Helping the employee in their current role.**
- D. Assisting the employee in achieving their long-term career goals

Answer: C

Explanation:

HRPA differentiates training from development. Training is current-role focused, aiming to close immediate skill gaps (e.g., enhancing customer service competencies to perform present duties). Development (C and B) targets future roles and long-term growth, while wellness initiatives (D) address health and well-being rather than job performance. This scenario clearly aligns with training for current role effectiveness.

NEW QUESTION # 138

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

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

Answer: D

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; HRPA Study Guide-arbitration procedures and advocacy preparation).

NEW QUESTION # 139

What are the 2 overall negative effects of using interest arbitration as a substitute for the right to strike?

- A. Substitution and income effects
- B. Monopoly and shock effects
- C. Voice and threat effects
- D. **Chilling and dependency effects**

Answer: D

Explanation:

HRPA's Labour Relations materials note that when interest arbitration replaces the right to strike, two well-documented negative effects can occur:

Chilling effect - parties bargain less earnestly, anticipating an arbitrator will impose a settlement.

Dependency (narcotic) effect - parties become reliant on arbitration over time, weakening direct bargaining capacity.

These are highlighted as systemic drawbacks when arbitration is used as a substitute rather than a last resort.

Relevant HRPA references (no external links):

HRPA Study Guide - Labour Relations: Interest Arbitration; "chilling" and "dependency/narcotic" effects.

HRPA Competency Framework - Labour & Employee Relations: "explain dispute resolution mechanisms and their impacts on bargaining behaviour."

NEW QUESTION # 140

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 assess the real-time performance of employees.
- C. Big data can be used for image advertising to attract specific job seekers.
- D. Big data can be used to analyze social media profiles to identify the most suitable job candidates.

Answer: A

Explanation:

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

NEW QUESTION # 141

The third category of job performance, counterproductive behaviour, divides those behaviours into 4 sub-categories. Which of the

following pairs of sub-categories demonstrates behaviour that intentionally disadvantages the organization?

- A. Production deviance and property deviance
- B. Property deviance and political deviance
- C. Political deviance and personal aggression
- D. Production deviance and personal aggression

Answer: A

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), job performance is often analyzed using three categories:

Task performance - Job-specific duties and responsibilities.

Citizenship behaviour - Voluntary, positive employee actions.

Counterproductive work behaviour (CWB) - Intentional actions that harm the organization or its members.

CWBs are divided into four sub-categories:

Production deviance - Wasting resources, intentionally working slowly.

Property deviance - Theft, sabotage, misuse of company assets.

Political deviance - Gossip, favoritism, undermining coworkers.

Personal aggression - Harassment, abuse, or violence toward others.

Among these, production deviance and property deviance both directly disadvantage the organization by lowering productivity or damaging assets.

Extract:

"Counterproductive behaviours targeting the organization, such as property or production deviance, represent deliberate acts that undermine organizational performance." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Job Performance and Employee Behaviour) Therefore, B. Production deviance and property deviance is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Performance and Counterproductive Behaviour HRPA Exam Preparation Guide - Employee Performance and Behaviour

NEW QUESTION # 142

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