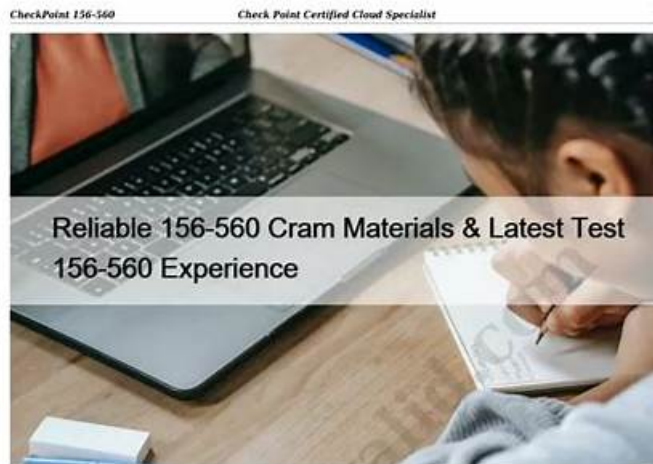


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HRPA CHRP Knowledge Exam Sample Questions (Q140-Q145):

NEW QUESTION # 140

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

Answer: D

Explanation:

The HRPA 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 HRPA's expectations for value creation through L&D.

Reference (HRPA):

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

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

NEW QUESTION # 141

What are 2 key factors that influence the market pay for jobs?

- A. Labour supply and labour demand
- B. Labour productivity and labour costs
- C. Employee performance and employee mobility
- D. Employee education and employee experience

Answer: A

Explanation:

Under the HRPA Human Resources Competency Framework (Functional Domain: Total Rewards), the determination of market pay levels is influenced primarily by labour market dynamics, specifically labour supply and demand.

When the demand for labour (employers needing specific skills) exceeds the supply of qualified workers, wages tend to rise.

Conversely, if labour supply exceeds demand, wages may stagnate or decrease.

Extract:

"Labour market pay rates are driven by the interaction of supply and demand for skills in the market, with competitive pressures determining compensation levels." (HRPA Competency Framework - Total Rewards, CHRP Level, Knowledge Area: External Market Competitiveness and Compensation Determination) Option Analysis:

A: Correct - represents the foundational economic principles of market pay.

B: Influences individual pay decisions, not overall market rates.

C: Internal performance and mobility factors do not drive external market pay.

D: Labour costs are a result of pay levels, not a determining factor.

Therefore, A. Labour supply and labour demand is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Total Rewards

CHRP Knowledge Exam Blueprint - Compensation Market Factors

HRPA Exam Preparation Guide - Labour Market and Pay Determinants

NEW QUESTION # 142

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

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

Answer: C

Explanation:

The HRPA 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 # 143

During the recruitment process, which level of risk control is being used in a workplace safety policy that requires preplacement assessments to demonstrate that employees have suitable characteristics, such as the ability to lift materials?

- A. Engineering
- B. Elimination
- C. Administrative
- D. Substitution

Answer: C

Explanation:

Within the HRPA Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are expected to understand the hierarchy of hazard controls, a framework used to reduce workplace risks.

The five levels, from most to least effective, are:

Elimination

Substitution

Engineering controls

Administrative controls

Personal protective equipment (PPE)

Preplacement assessments are an administrative control measure because they involve establishing policies, procedures, and screening processes designed to reduce risk through human and procedural management, not physical changes to the workplace.

Extract:

"Administrative controls reduce risk through training, procedures, and work practices, including employee selection and fitness assessments." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Knowledge Area: Hazard Assessment and Risk Management) Therefore, D. Administrative is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Risk and Hazard Management HRPA Exam Preparation Guide - Hierarchy of Hazard Controls

NEW QUESTION # 144

What is the term for an employee leaving an organization to pursue other development activities and later returning to their job?

- A. Job progression
- B. Sabbatical
- C. Career plateau
- D. Outplacement

Answer: B

Explanation:

Within HRPAs Learning and Development and Talent Management coverage, planned career development practices include employer-approved leaves that support growth and renewal. A sabbatical is an employer-sanctioned leave of absence for development, education, research, or personal renewal, with the intention of returning to the role or employer after the defined period. This aligns with HR's responsibility to design and communicate development options that retain talent and build capability. Outplacement supports employees exiting the organization and does not presume a return.

Career plateau describes stalled advancement, not a development leave.

Job progression is internal movement/growth, not a temporary departure.

Reference (HRPA Framework/Study Guide):

HRPA Professional Competency Framework - Learning and Development (career development options; structured development activities).

HRPA Study Guide - Talent Management and Career Development (planned development leaves/sabbaticals as retention and development tools).

NEW QUESTION # 145

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