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HRPA CHRP Knowledge Exam Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which of the following types of training would best convey an organization's values and decision-making policies and thus optimize organizational effectiveness?

- A. Racial harassment training
- B. Diversity training
- C. Ethics training
- D. Cross-cultural training

Answer: C

Explanation:

Within the Learning and Development and Professional Practice domains of the HSPA Competency Framework, HR is expected to design and deliver learning that "aligns with organizational values, policy requirements, and decision-making standards" and that "builds ethical awareness, judgement, and conduct consistent with the organization's code and policies." Ethics training explicitly teaches the organization's values, standards of conduct, and policy-based decision rules, which is why it is the direct vehicle to

communicate how choices should be made in the workplace.

By comparison, diversity or cross-cultural training (A and B) build awareness and interpersonal competence, and racial harassment training (D) focuses on legal compliance and prevention; all are important, but ethics training most directly embeds the organization's values and decision-making expectations, thereby supporting organizational effectiveness.

Relevant HSPA references: Professional Competency Framework - Learning & Development (align learning to values and policies; develop ethical decision-making capabilities); Professional Practice (apply and reinforce codes, policies, and ethical standards through training).

NEW QUESTION # 38

What is the role of the Canadian Human Rights Tribunal?

- A. To develop and conduct education and prevention programs
- B. To administer and enforce the Employment Equity Act
- C. To investigate and refer allegations of discrimination
- **D. To review evidence and determine whether discriminatory practices occurred**

Answer: D

Explanation:

HSPA's employment law content distinguishes between federal human rights bodies: the Canadian Human Rights Commission (CHRC) and the Canadian Human Rights Tribunal (CHRT). The CHRC investigates and may refer cases; the Tribunal is an adjudicative body that hears evidence and decides whether a discriminatory practice occurred and orders appropriate remedies. Education and prevention (B) are CHRC functions; Employment Equity Act administration (C) is not the Tribunal's adjudicative role; investigation and referral (D) are CHRC responsibilities.

Relevant Framework Reference: HSPA Study Guide - Labour & Employment Law (federal human rights system roles: CHRC investigation/settlement; CHRT adjudication and remedies).

NEW QUESTION # 39

Which of the following training delivery methods is most effective when the training involves high-risk hazards?

- A. Job instruction
- B. Lecture
- C. Discussion
- **D. Simulation**

Answer: D

Explanation:

HSPA's Learning & Development and Health & Safety guidance emphasize that when skills involve high-risk tasks or hazardous conditions, simulation is preferred because it replicates critical elements of the job in a controlled environment, allowing practice without exposing learners to real danger. Job instruction/on-the-job training may be unsafe for high-risk scenarios, while lecture and discussion are low-fidelity methods that build knowledge but do not provide safe, practical skill rehearsal for hazardous tasks.

Relevant HSPA references (no external links):

HSPA Study Guide - Training Methods: experiential methods and simulations for safety-critical skills; matching method to risk and learning objectives.

HSPA Competency Framework - Learning & Development and Health, Wellness & Safe Workplace: selecting delivery methods that ensure competence and safety in high-risk work.

NEW QUESTION # 40

The goals of a training evaluation are to determine the extent to which trainees have changed behaviour because of participating in a training program, and to evaluate ways to improve the program through qualitative feedback after the training. Which of the following training evaluation methods would best meet these objectives?

- A. Training and formative evaluation.
- B. Self-assessments and summative evaluation
- **C. Formative and summative evaluation.**
- D. Pilot testing and training evaluation.

Answer: C

Explanation:

HRPA's evaluation guidance distinguishes formative and summative evaluation:

Formative evaluation gathers qualitative and diagnostic feedback to improve the program's design and delivery (e.g., content clarity, methods, materials, transfer enablers).

Summative evaluation examines outcomes, including behaviour change on the job and results, after training is completed.

Using both ensures you can improve the program and verify behaviour change.

Options A and B mix terms but do not explicitly pair the improvement focus with outcome verification as clearly as the formative-plus-summative model.

Option C includes self-assessments (subjective) and may not reliably capture behaviour change.

Relevant HRPA references (no external links):

HRPA Study Guide - Training Evaluation: formative vs. summative; behaviour/transfer and results levels.

HRPA Competency Framework - Learning and Development: evaluate learning effectiveness and use feedback for continuous improvement.

NEW QUESTION # 41

An organization is selecting a training evaluation method. The most important factors for consideration are low cost and low time commitment. Moderate validity is required. Which of the following evaluation designs is the best fit?

- A. Post-test
- B. Time series
- C. Solomon Four Group
- **D. Pretest/post-test**

Answer: D

Explanation:

HRPA's Learning and Development guidance positions evaluation designs along a rigor-cost/time continuum

Post-test only (B) is lowest cost/time but offers low validity because there is no baseline for comparison.

Solomon Four Group (C) provides the highest validity but is resource-intensive (multiple groups and measures).

Time series (A) requires repeated measures and more time/analysis.

Pretest/post-test (D) balances practicality and rigor by establishing a baseline and follow-up with manageable cost/time, delivering moderate validity appropriate for the stated constraints.

Relevant HRPA references: Learning and Development-evaluation strategies; matching evaluation design to resource constraints and required validity.

NEW QUESTION # 42

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