

Latest CHRP-KE Study Plan & CHRP-KE Test Cram Pdf

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

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It is known to us that more and more companies start to pay high attention to the CHRP-KE certification of the candidates. Because these leaders of company have difficulty in having a deep understanding of these candidates, may it is the best and fast way for all leaders to choose the excellent workers for their company by the CHRP-KE certification that the candidates have gained. There is no doubt that the certification has become more and more important for a lot of people, especial these people who are looking for a good job, and it has been a general trend. More and more workers have to spend a lot of time on meeting the challenge of gaining the CHRP-KE Certification by sitting for an exam.

HRPA CHRP Knowledge Exam Sample Questions (Q146-Q151):

NEW QUESTION # 146

Which of the following litigation risks should an HR professional advise management about when planning a workforce reduction?

- A. Allegations of discrimination
- B. Allegations of safety violations
- C. Allegations of constructive dismissal
- D. Allegations of sexual harassment

Answer: A

Explanation:

When planning a workforce reduction, HR professionals must be vigilant in identifying and mitigating potential litigation risks that could arise from employment termination decisions. According to the HRPA Professional Competency Framework, under the "Labour and Employee Relations" domain (Competency C119), HR professionals are expected to "manage the risk of litigation and conflict in all interactions with employees." This includes being aware of human rights legislation and ensuring that decisions are not based on discriminatory grounds.

The Ontario Human Rights Code prohibits discrimination on various protected grounds (such as race, gender, age, disability, etc.), and if a workforce reduction disproportionately affects members of a protected group, it could lead to legal challenges alleging discrimination. Discrimination is considered one of the most significant legal risks during workforce reductions, as employers must ensure decisions are based on objective, non-discriminatory criteria such as performance or seniority.

Although constructive dismissal (option D) is a legitimate legal concern, it typically arises from significant changes to job duties or terms of employment without consent - not from terminations that are part of a planned reduction.

Safety violations (option A) and sexual harassment (option B) are serious issues but are not directly related to the strategic or legal

risks associated with workforce reduction processes.

Relevant Framework Reference:

HRPA Professional Competency Framework - Competency C119 (Labour and Employee Relations) Ontario Human Rights Code - Protection from Discrimination in Employment HRP A Study Guide - Workforce Planning and Employment Law sections These frameworks emphasize that HR must evaluate all employment decisions, including layoffs or restructuring, through a legal and ethical lens to reduce exposure to discrimination claims.

NEW QUESTION # 147

Which of the following should be considered when evaluating the likelihood that an applicant can adapt to an organization's culture?

- A. Applicant knowledge
- B. Applicant experience
- C. Applicant ability
- **D. Applicant values**

Answer: D

Explanation:

HRPA's selection guidance emphasizes assessing candidates on job-related competencies and organizational fit grounded in bona fide requirements. Culture fit/adaptability aligns most directly with applicant values (e.g., collaboration, ethics, customer focus) and their alignment with the organization's mission and norms. Knowledge, experience, and ability are critical for role performance but are not the primary indicators of cultural adaptability.

Relevant HRP A Reference: HRP A Professional Competency Framework - Workforce Planning and Talent Management (selection aligned to organizational values and culture); HRP A Study Guide - Recruitment and Selection (assessing value alignment and organizational fit using valid, job-related methods).

NEW QUESTION # 148

Which of the following is true when comparing direct and systemic discrimination?

- A. Systemic discrimination is easier to prove but harder to remedy than direct discrimination
- B. Direct discrimination is easier to prove but harder to remedy than systemic discrimination
- C. Direct discrimination is harder to prove and harder to remedy than systemic discrimination
- **D. Systemic discrimination is harder to prove and harder to remedy than direct discrimination**

Answer: D

Explanation:

Within the HRP A Human Resources Competency Framework (Functional Domain: Professional Practice), HR professionals must ensure organizational compliance with human rights legislation and understand the distinctions between direct and systemic discrimination under the Ontario Human Rights Code.

Definitions:

Direct Discrimination: Overt and intentional differential treatment based on a prohibited ground (e.g., race, sex, disability).

Systemic Discrimination: Embedded in organizational policies, practices, or culture, leading to unintentional and widespread disadvantage to certain groups.

Extract:

"Systemic discrimination results from patterns within organizational systems and is more difficult to detect and address, requiring long-term systemic remedies." (HRPA Competency Framework - Professional Practice, Knowledge Area: Employment Law and Human Rights Compliance) Therefore, C. Systemic discrimination is harder to prove and harder to remedy than direct discrimination is correct because it involves complex, ingrained organizational practices rather than overt acts.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Professional Practice Ontario Human Rights Code, R.S.O. 1990 CHRP Knowledge Exam Blueprint - Human Rights and Employment Law

NEW QUESTION # 149

Which ethical value described in HRP A's Code of Ethics and Rules of Professional Conduct is an HR professional focused on when they promote and create opportunities to ensure inclusion for everyone in the workplace?

- A. Trustworthiness
- B. Professionalism
- C. Respect
- **D. Equity and fairness**

Answer: D

Explanation:

The HRP Code of Ethics and Rules of Professional Conduct sets out core values guiding HR practice. In promoting inclusion and creating opportunities so that everyone can participate and succeed, the HR professional is acting under the value of Equity and Fairness, which calls for impartial treatment, removal of systemic barriers, and decisions that advance inclusive access to opportunities, development, and advancement.

Respect emphasizes dignity, civility, and privacy in interactions.

Trustworthiness emphasizes honesty, candour, and integrity.

Professionalism refers to competence, due care, and adherence to professional standards.

While all apply, ensuring inclusion through equitable access most directly aligns with Equity and Fairness.

Reference (HRPA):

HRPA Code of Ethics and Rules of Professional Conduct - Values: Equity and Fairness (commitment to impartiality and inclusive opportunity).

HRPA Study Guide - Professional Practice and Ethics: applying equity principles to inclusive workplace practices.

NEW QUESTION # 150

Which method establishes pay equity when no comparator male job class exists by extrapolating a hypothetical male comparator job class based on other male job classes?

- A. Permissible differences
- **B. Proportional value**
- C. Proxy comparison
- D. Job-to-job

Answer: B

Explanation:

Under the HRP Human Resources Competency Framework (Functional Domain: Total Rewards) and in alignment with Ontario's Pay Equity Act, HR professionals must understand and apply legislated pay equity methods to ensure equitable compensation between female and male job classes performing work of equal or comparable value.

The Pay Equity Act (Ontario) defines three methods for establishing pay equity:

Job-to-Job Comparison

Used when both male and female job classes exist.

Female job classes are compared directly to male job classes of equal value to identify pay gaps.

Extract:

"Job-to-job comparisons directly match female and male job classes performing work of equal value." (HRPA Total Rewards Knowledge Area: Compensation Equity and Compliance) **Proportional Value Comparison** Used when there are insufficient or no direct male comparator job classes.

This method extrapolates a hypothetical male comparator by analyzing the relationship between job value and pay rates among existing male job classes, then applying that relationship to female job classes.

Extract:

"The proportional value method establishes pay equity when a direct male comparator does not exist by extrapolating a male reference rate using existing male job data." (HRPA Competency Framework - Total Rewards, Pay Equity and Compensation Analysis, CHRP Level) **Proxy Comparison** Applies only to the public sector, where there are no male job classes at all.

Uses job data from a comparable organization with male job classes to establish equity.

Permissible Differences

Refers to legally acceptable pay differences (e.g., seniority, merit, skill shortages) that do not constitute pay equity violations.

Therefore, the correct answer is C. Proportional value, as it specifically applies when no direct male comparator job class exists within the organization and relies on extrapolated data from other male job classes.

Verified Reference Summary (HRPA Frameworks and Study Materials):

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint (HRPA, Ontario) Pay Equity Act (Ontario) - Sections 5-6, Methods of Comparison HRP Exam Preparation Guide - Pay Equity and Compensation Compliance

