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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"> 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 2	<ul style="list-style-type: none"> Occupational Health & Safety

Topic 3	<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.
Topic 4	<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 5	<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.

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HRPA CHRP Knowledge Exam Sample Questions (Q40-Q45):

NEW QUESTION # 40

To increase the impact of workforce analytics and HR metrics on strategic decision-making, which of the following approaches should an organization adopt?

- A. Focusing on increasing the quantity of data collected and reported.
- B. Starting with the existing HR data, creating metrics based on those data, and then looking for ways to apply these metrics in decision-making.
- **C. Starting with the problems or opportunities the organization faces and developing an understanding of what information is useful for supporting managerial decisions.**
- D. Encouraging managers to report more frequently on HR metrics to all stakeholders.

Answer: C

Explanation:

The HRPA Professional Competency Framework emphasizes that HR analytics must be decision-led: begin with the business question, then determine the information, metrics, and analysis required to inform choices and actions. Building dashboards from whatever data already exist (A) or simply increasing volume/frequency of reports (B, C) risks producing low-utility metrics. Starting with the organizational problems/opportunities ensures measures are relevant, causal, and actionable—thereby increasing strategic impact.

NEW QUESTION # 41

What is the term for a strategy that changes incrementally as a result of environmental changes?

- **A. Emergent strategy**
- B. Discarded strategy
- C. Intended strategy
- D. Realized strategy

Answer: A

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Strategy), HR professionals must

understand different types of strategic development models to align HR practices with organizational direction and environmental realities.

Emergent strategy refers to a strategy that evolves incrementally in response to unplanned opportunities or changes in the internal or external environment, rather than one that was initially planned.

This contrasts with intended strategy, which is pre-determined and deliberate.

Extract:

"Emergent strategy develops gradually in response to environmental shifts and organizational learning, reflecting adaptive decision-making and flexibility." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Support Strategic Planning and Adaptation) Option Analysis:

A (Emergent strategy): Correct - evolves in response to environmental changes.

B (Realized strategy): The final strategy actually implemented (can include both intended and emergent elements).

C (Intended strategy): The original planned approach.

D (Discarded strategy): Refers to plans not executed.

Therefore, A. Emergent strategy is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint - Strategic Management Models HRPA Exam Preparation Guide - Strategy Formulation and Adaptation

NEW QUESTION # 42

Which of the following is a tangible resource managed by the HR department?

- A. Health and wellness programs
- B. Managerial skills
- C. Innovation capacity
- D. Employer brand

Answer: A

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Strategy), resources managed by HR can be categorized as:

Tangible resources: Physical or measurable assets (e.g., compensation programs, health benefits, HR systems).

Intangible resources: Cultural and capability-based assets (e.g., leadership skills, innovation, reputation).

Extract:

"HR professionals manage both tangible assets, such as benefits and wellness programs, and intangible assets, such as leadership capability and organizational culture." (HRPA Competency Framework - Strategy, CHRP Level, Key Competency: Align Human Capital Resources with Organizational Goals) A, C, and D are intangible resources.

B. Health and wellness programs are tangible HR-managed resources with measurable financial and operational impact.

Thus, B. Health and wellness programs is the correct answer.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Strategy CHRP Knowledge Exam Blueprint - Strategic Resource Management HRPA Exam Preparation Guide - HR's Strategic Role in Resource Alignment

NEW QUESTION # 43

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. Creating an agreed statement of facts
- D. Selecting the earliest available arbitrator

Answer: C

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

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