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HRPA CHRP Knowledge Exam Sample Questions (Q17-Q22):

NEW QUESTION # 17

Which of the following is sometimes included on replacement charts but could lead to charges of discrimination?

- A. Photos of the potential job successors
- B. Current performance ratings of the potential job successors
- C. Rank ordering of the potential job successors.
- D. An assessment of each potential job successor's readiness for the position.

Answer: A

Explanation:

HRPA guidance on succession and replacement planning warns that including photos on replacement charts can expose the

organization to discrimination claims because visual information may reveal protected characteristics (e.g., age, race, sex), potentially influencing decisions or creating the appearance of bias.

Readiness assessments (B), rank orders (C), and performance ratings (D) are acceptable when based on job-related, validated criteria and consistently documented; they support defensible decision-making.

Relevant HRP A references (no external links):

HRPA Study Guide - Succession Planning and Replacement Charts: documentation practices and human rights compliance.

HRPA Competency Framework - Workforce Planning & Talent Management: apply fair, objective, and legally compliant assessment information.

NEW QUESTION # 18

What is the term for the evaluation, done after training is complete, that provides data about the effectiveness of the training?

- A. Descriptive
- B. Causal
- C. Summative
- D. Formative

Answer: C

Explanation:

In the HRP A Human Resources Competency Framework (Functional Domain: Learning and Development), training evaluation is a core responsibility of HR professionals. Evaluations measure whether learning objectives were achieved and how the training contributed to organizational goals.

There are two key evaluation types:

Formative Evaluation - Conducted during the training process to monitor and improve design and delivery.

Summative Evaluation - Conducted after training is complete to determine overall effectiveness, learning outcomes, and return on investment.

Extract:

"Summative evaluation measures the overall effectiveness of learning programs after delivery to assess achievement of objectives and organizational impact." (HRPA Competency Framework - Learning and Development, Key Competency: Evaluate Learning Programs, CHRP Level) Therefore, A. Summative is correct because it assesses the effectiveness of training after completion.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Learning and Development CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRP A Exam Preparation Guide - Training Evaluation and Effectiveness

NEW QUESTION # 19

Which of the following is most likely to add more tasks to a job?

- A. Job grading
- B. Job enrichment
- C. Job enlargement
- D. Job sharing

Answer: C

Explanation:

Within HRP A's Job Design content, job enlargement is defined as the horizontal expansion of a job-adding a greater number and variety of tasks at the same level of responsibility. By contrast, job enrichment increases depth (autonomy, responsibility, decision authority), job sharing divides one full-time job between two people, and job grading/classification groups jobs into classes for pay structure purposes rather than changing task content.

Relevant HRP A references (no external links):

HRPA Study Guide - Organizational Effectiveness: Job Design (job enlargement vs. enrichment), Job Sharing, Job Classification.

HRPA Competency Framework - Organizational Effectiveness: design and redesign of jobs to improve efficiency and motivation.

NEW QUESTION # 20

A health and safety training development process begins with which of the following activities?

- A. Choosing a training method
- B. Selecting an evaluation design
- C. Developing a training objective
- **D. Conducting a needs analysis**

Answer: D

Explanation:

In the Health, Wellness, and Safe Workplace domain, HRPAs directs practitioners to begin any safety training initiative with a needs analysis to identify statutory requirements, hazard-specific risks, job/task demands, and participant characteristics. The HRPAs Study Guide outlines the OHS training cycle as starting with analysis of requirements and risks (needs analysis), which then informs clear training objectives, appropriate methods, and evaluation design. Beginning with needs analysis ensures training content addresses actual hazards and compliance obligations (e.g., role-specific risks, controls, safe operating procedures) and supports due diligence under applicable OHS legislation.

Thus, conducting a needs analysis is the correct starting point; objectives (D), methods (A), and evaluation (B) follow from what the analysis uncovers.

NEW QUESTION # 21

Which of the following creates a list of important duties and job responsibilities performed by jobholders that lead to job success?

- A. The critical incident method
- B. Functional job analysis
- C. The position analysis method
- **D. Task inventory analysis**

Answer: D

Explanation:

Within the Workforce Planning and Talent Management domain, HRPAs guidance on job analysis describes task (or job) inventory analysis as a systematic technique in which jobholders and/or subject-matter experts generate a comprehensive list of tasks/duties and responsibilities, which are then rated for frequency, importance, and criticality to job success. This produces the foundational content for job descriptions, selection criteria, training, and evaluation.

By contrast, the critical incident method captures examples of exceptionally effective or ineffective behaviours (not a full task list). Functional Job Analysis focuses on detailed task statements and levels of interaction with data, people, and things, emphasizing rating dimensions rather than simply producing a prioritized list. "Position analysis method" is a generic label and does not, on its own, denote the structured task listing central to task inventories.

Relevant HRPAs references: HRPAs Professional Competency Framework - Workforce Planning and Talent Management (job analysis techniques, task inventories for defining job content); HRPAs Study Guide - Job Analysis and Design (task lists rated by importance/criticality to inform HR systems).

NEW QUESTION # 22

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