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CHRP Exam 2024 Questions & Answers 100% CORRECT

Define accreditation - ANSWERSallows employers to be certified and part of the bargaining agent for a unit of employers

Accountability - ANSWERSwillingness to take credit and blame for actions. requirement for a person take responsibility for their actions, career, development progress and accomplishments

accommodation - ANSWERSpolicies, strategies, and programs designed to help and assist employees, including those in protected designated groups (with access to or integration in the workforce or organization)

Adjudication - ANSWERSInvolves a neutral third party with the power to come to a binding decision. Process for resolving disputes where both sides are disputing cases to neutral third party. This process can involve arbitration, it generally involves use of available public dispute resolution forums such as public courts

Adult Learner - ANSWERSA person who has passed the age of secondary school, actively enrolled in a formal or informal learning environment, setting, or program

Adult education - ANSWERSTheory that adults are motivated by internal factors as opposed to external factors/rewards. With self directed application of their interests, and experiences to learning environment.

Adverse Action - ANSWERSemployee discipline taken in the form of writing, a warning, or letter outlining discipline occurring such as suspension or termination

Adverse Impact - ANSWERShiring discriminatory practices that affect a group of people from a specific protected group such as visible minorities, women, indigenous people or the disabled such as hiring only people who are 6 feet tall or not hiring someone due to color or race

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HRPA CHRP Knowledge Exam Sample Questions (Q137-Q142):

NEW QUESTION # 137

Which of the following is a primary characteristic of the management by objectives performance management system?

- A. Joint goal-setting between managers and employees
- B. Centralized decision-making by senior management
- C. An emphasis on qualitative feedback over quantitative results
- D. A focus on short-term objectives

Answer: A

Explanation:

Under the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), the Management by Objectives (MBO) approach is a goal-based performance management system that emphasizes collaborative goal-setting and measurable outcomes.

Extract:

"MBO emphasizes mutual goal-setting and regular performance review discussions between managers and employees to align individual objectives with organizational strategy." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Design and Manage Performance Management Systems) Thus, A. Joint goal-setting between managers and employees accurately captures the defining characteristic of MBO.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Organizational Effectiveness CHRP Knowledge Exam Blueprint - Performance Management Systems HRPA Exam Preparation Guide - Performance Planning and Appraisal

NEW QUESTION # 138

How should an HR professional respond to an employee who wants to understand why their prescription benefit claim has been denied?

- A. Discuss with the employee their experience obtaining coverage for other prescriptions
- B. Notify the employee's manager and request their intervention
- C. Follow up with the pharmacist on behalf of the employee
- D. Provide the employee with the benefit plan administrator's contact information

Answer: D

Explanation:

The HRPA Human Resources Competency Framework (Functional Domain: Total Rewards) outlines that HR professionals are responsible for administering employee benefit programs and ensuring compliance with privacy and governance standards.

When employees inquire about claim decisions, the HR role is to direct them to the benefit plan administrator-the party authorized to explain claim determinations. HR must not discuss medical or personal details, as doing so could breach confidentiality or privacy regulations.

Extract:

"HR professionals provide accurate information about benefit administration processes and refer employees to the appropriate service providers for confidential claim resolution." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Administer Employee Benefit Programs) Therefore, B. Provide the employee with the benefit plan administrator's contact information is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint - Compensation and Benefits HRPA Exam Preparation Guide - Benefits Administration and Privacy

NEW QUESTION # 139

Which of the following workplace accommodations involves assigning light duties and increasing job demands slowly until the employee is performing the full requirements of the pre-injury job?

- A. Gradual work exposure
- B. Work trials
- C. Support and sheltered work
- D. Light-duty work

Answer: A

NEW QUESTION # 140

Which of the following should an HR professional include when calculating the development cost of a training program?

- A. Trainee salaries and benefits
- B. Training program marketing
- C. Training facility maintenance
- D. Training material design

Answer: D

Explanation:

The HRPA Human Resources Competency Framework (Functional Domain: Learning and Development) defines training program development costs as the expenses incurred in designing, preparing, and creating a training initiative prior to its delivery.

Development costs include:

Design and creation of training materials

Curriculum development

Needs analysis

Pilot testing and evaluation of materials

Extract:

"Development costs include the time and resources invested in designing instructional materials, developing content, and preparing delivery methods." (HRPA Competency Framework - Learning and Development, CHRP Level, Key Competency: Design and Develop Learning Programs) While trainee salaries (D) are considered part of implementation costs, training material design (B) is a core development cost.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Learning and Development CHRP Knowledge Exam Blueprint - Training Program Design and Evaluation HRPA Exam Preparation Guide - Costing and Evaluation of Learning Programs

NEW QUESTION # 141

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

Answer: A

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 # 142

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