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## Reliable HRP A CHRP-KE Exam Dumps - Exam CHRP-KE Flashcards

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## HRPA CHRP Knowledge Exam Sample Questions (Q152-Q157):

### NEW QUESTION # 152

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

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

**Answer: C**

Explanation:

Under the HRP 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 HRP Exam Preparation Guide - Performance Planning and Appraisal

### NEW QUESTION # 153

Considering risk control measures that can be used to minimize hazard exposure, which of the following is an example of controlling the hazard's path?

- A. Opening a window to provide ventilation.
- B. Mopping the floor following a chemical spill.
- C. Providing hearing protection to a worker.
- D. Replacing malfunctioning equipment.

**Answer: A**

Explanation:

HRPA's health and safety competencies require applying the hierarchy of controls and understanding control strategies at the source, along the path, and at the worker. Controlling the path refers to interrupting or redirecting the transmission of a hazard between source and worker (e.g., ventilation, isolation, or barriers). Opening a window to provide ventilation reduces airborne contaminant concentration along its path, fitting this category.

Mopping a spill (A) is housekeeping/source removal after release; replacing equipment (B) is a source/engineering control; hearing protection (C) is PPE at the worker.

Relevant HRP references: Professional Competency Framework - Health, Wellness & Safe Workplace (apply the hierarchy of controls; distinguish source, path, and worker controls); Study Guide content on ventilation as a path control.

### NEW QUESTION # 154

Which of the following work arrangements provides multiple work schedule alternatives aimed at increasing job satisfaction and reducing employee absenteeism?

- A. Flextime
- B. Management by objectives
- C. Job involvement
- D. Job enrichment

**Answer: A**

Explanation:

According to the HRP Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), flexible work arrangements are a key component of job design strategies aimed at improving work-life balance, job satisfaction, and retention.

Flextime allows employees to vary their start and end times while maintaining the required total number of work hours. This flexibility supports reduced absenteeism, higher morale, and greater job satisfaction.

Extract:

"Flexible scheduling arrangements such as flextime enhance employee engagement and attendance by allowing individualized work schedules within organizational requirements." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Design Work Systems to Support Employee Effectiveness) Option Analysis:

A (Flextime): Correct - provides alternative schedules that improve satisfaction and reduce absenteeism.

B (Job involvement): Refers to psychological identification with one's job, not scheduling flexibility.

C (Job enrichment): Increases job depth and autonomy, not scheduling alternatives.

D (MBO): Goal-setting system, not a work arrangement.

Thus, A. Flextime is the correct answer.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Design and Flexible Work Arrangements HRPA Exam Preparation Guide - Work Design and Motivation

### NEW QUESTION # 155

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

**Answer: C**

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 # 156

Why would an HR professional recommend using alternative dispute resolution as a substitute for arbitration?

- A. To have a neutral third party examine the matter
- B. To avoid the high cost of arbitration
- C. To allow for a cooling-off period
- D. To have the matter decided in a legal process

**Answer: B**

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Labour and Employee Relations), alternative dispute resolution (ADR) methods such as mediation, conciliation, and facilitation are encouraged as efficient alternatives to formal arbitration or litigation.

ADR processes are designed to be less costly, less formal, and faster while preserving relationships.

Extract:

"HR professionals promote alternative dispute resolution mechanisms to resolve workplace conflicts efficiently and cost-effectively while maintaining positive employee relations." (HRPA Competency Framework - Labour and Employee Relations, CHRP Level, Key Competency: Manage Conflict Resolution and Grievance Processes) Therefore, B. To avoid the high cost of arbitration is correct, as ADR provides a cost-effective and collaborative alternative to traditional legal or arbitration proceedings.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Labour and Employee Relations CHRP Knowledge Exam Blueprint - Conflict and Grievance Management HRPA Exam Preparation Guide - Dispute Resolution Mechanisms



