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CHRP PRACTICE EXAM 2024 QUESTIONS & ANSWERS VERIFIED 100% CORRECT!!

What is typically considered as a part of cost planning for a major project? Answer - All of the above

Which strategy is an attempt to increase the viability of an organization? Answer - turnaround strategy

what is lewin's model for managing change based on? Answer - force field analysis

what does the delphi technique identify? Answer - future trends

which ethical theory emphasizes the results of behaviour? Answer - consequential

what is the first step in the human resources planning model? Answer - forecast demand for labour

Which term is used for an organization that has developed the continuous capacity to adapt and change? Answer - learning organization

What is a balanced scorecard? Answer - performance measurement examining organizational learning, financial management, internal operations, and customer management

Which term is defined as the systematic, regular monitoring of major external forces that influence the organization? Answer - environmental scanning

which term is best described as the extent to which an issue requires the application of ethical principles? Answer - moral intensity

it is a violation of the Canadian Human Rights Act to make a hiring decision based on which of the following? Answer - disability

Which is the body of labour relations statutes that covers most employees under federal jurisdiction? Answer - Canadian Labour Code

Which sections are in the natural code of ethics? Answer - confidentiality, conflict of interest, competence, and legal requirements

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HRPA CHRP Knowledge Exam Sample Questions (Q90-Q95):

NEW QUESTION # 90
Which of the following types of digital technology can help incorporate more engagement in employee training?

- A. Cloud computing
- B. Gaming
- C. Data analytics
- D. Social media

Answer: B

Explanation:
The HRPA Competency Framework highlights leveraging learning technologies to enhance participation, practice, and feedback. Game-based learning/gamification increases engagement by adding interactive challenges, immediate feedback, and reinforcement mechanics that promote retention and application - all identified in HRPA's learning design guidance as methods that improve learner motivation and engagement.
Cloud computing (A) and data analytics (B) enable delivery and evaluation infrastructures; social media (D) can support collaboration. However, gaming most directly and reliably increases engagement within the training experience itself.
Relevant HRPA references: Professional Competency Framework - Learning & Development (apply digital learning strategies to improve engagement, practice, and transfer).

NEW QUESTION # 91
The HR scorecard primarily helps an organization to do what?

- A. Evaluate the effectiveness of the organization's internal training programs.
- B. Link human capital metrics with business strategy and performance.
- C. Assess the profitability of individual business units.
- D. Track the number of employees joining and leaving the organization each month.

Answer: B

Explanation:
HRPA positions the HR (or human capital) scorecard as a strategy-aligned measurement system that links HR deliverables and workforce capabilities to organizational strategy and performance outcomes. While turnover counts (A) and training evaluations (D) can be components, the distinguishing purpose of the HR scorecard is strategic alignment-translating strategy into HR metrics and demonstrating HR's impact on business results. Profitability by business unit (B) is a finance/controllership analysis rather than the HR scorecard's core function.
Relevant HRPA references (no external links):
HRPA Study Guide - HR Metrics, Analytics, and the HR Scorecard: aligning HR measures with strategy and outcomes.
HRPA Competency Framework - Reporting & Financial Management: using metrics to demonstrate HR's contribution to organizational performance.

NEW QUESTION # 92
Why is it important for the HR profession to have its own Code of Ethics and Rules of Professional Conduct?

- A. These documents ensure a certain level of customer service to the internal clients of HR professionals.
- B. These documents provide a standard for HR professionals to follow regardless of employer standards.
- C. These documents provide a due diligence defense for HR professionals.
- D. These documents provide a standard for managing conflicts of interest that HR professionals might encounter.

Answer: B

Explanation:
HRPA's Code of Ethics and Rules of Professional Conduct establishes profession-wide standards that govern members' conduct independent of any single employer's policies, ensuring consistent, accountable practice in the public interest. While the Code includes guidance on conflicts of interest, its primary purpose is setting a universal ethical baseline for the profession.

NEW QUESTION # 93

Which of the following development opportunities enhances the knowledge and skills of employees to perform future job responsibilities?

- A. Job instruction training
- B. Performance aids
- C. Stretch assignments
- D. Apprenticeship

Answer: C

Explanation:
According to the HRPA Human Resources Competency Framework (Functional Domain: Learning and Development) and the CHRP Knowledge Exam Blueprint, the goal of Learning and Development (L&D) is to enhance individual and organizational capability by equipping employees with the knowledge, skills, and abilities (KSAs) required for both current and future organizational needs.
The distinction between training and development is essential:
Training focuses on improving performance in current roles.
Development prepares employees for future responsibilities and broader organizational contributions.
Among the options provided:
Apprenticeship
Apprenticeships combine classroom instruction with on-the-job training for a specific trade or technical skill.
While effective for current job skill development, they are not primarily intended for preparing employees for future or higher-level responsibilities.
Stretch Assignments
Stretch assignments involve giving employees challenging tasks or projects beyond their current job scope to build readiness for more complex roles.
They are a key tool for career development and succession planning, helping employees acquire skills necessary for future responsibilities.
Extract from HRPA Competency Framework - Learning and Development:
"Facilitates developmental opportunities such as coaching, mentoring, and stretch assignments to prepare employees for future organizational roles." (Key Competency: Design and Implement Development Strategies - CHRP Level) Therefore, stretch assignments directly enhance employee capability for future job responsibilities.
Job Instruction Training (JIT)
A structured method that teaches employees the step-by-step process of performing their current job tasks efficiently and safely.
Extract:
"Implements structured instructional methods to enhance current role performance." (Knowledge Area: Training Delivery and Facilitation - HRPA Framework) Focus: current job performance, not future development.
Performance Aids
Tools or resources (e.g., checklists, reference guides) used to assist employees while performing current tasks.
These support on-the-job performance rather than developmental learning.
Thus, based on HRPA's competencies and behavioural indicators under Learning and Development, stretch assignments (Option B) are the correct response, as they directly address development for future roles and responsibilities.
Verified Reference Summary (HRPA Frameworks and Study Materials):
HRPA Human Resources Competency Framework - Functional Domain: Learning and Development CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Learning and Development Section HRPA Professional Competency Descriptions - CHRP Level, Learning and Development Domain

NEW QUESTION # 94

Which of the following activities can identify new safety hazards and ensure hazard controls are functioning effectively?

- A. Substitution
- B. Training

- C. Auditing
- D. Re-engineering

Answer: C

Explanation:
Within the Health, Wellness, and Safe Workplace domain of the HRPA Professional Competency Framework, Competency C144 outlines that HR professionals are expected to "contribute to the evaluation of organizational health and safety programs and policies to ensure compliance and effectiveness." One of the key tools used to evaluate and verify the effectiveness of workplace safety programs is auditing.
Auditing involves a systematic review of workplace operations, policies, and hazard control mechanisms to:
Identify new or emerging safety hazards,
Evaluate whether existing hazard controls are working effectively, and
Ensure compliance with occupational health and safety legislation, including the Ontario Occupational Health and Safety Act (OHSA).
Audits are proactive in nature and serve as a critical part of continuous improvement within a workplace's health and safety management system. Through internal or external safety audits, organizations can determine whether control measures such as personal protective equipment (PPE), training programs, or engineering controls are adequately mitigating risks.
By contrast:
Re-engineering (Option A) refers to redesigning processes or work environments and may reduce hazards but does not primarily evaluate hazard controls.
Training (Option C) helps workers understand hazards and procedures but is not an evaluation tool for existing controls.
Substitution (Option D) is a hazard control strategy where a less hazardous material or process replaces a more dangerous one; again, it's a control measure, not an evaluative process.
Relevant Framework Reference:
HRPA Professional Competency Framework - Competency C144 (Health, Wellness, and Safe Workplace) Ontario Occupational Health and Safety Act - Due Diligence and Program Evaluation Requirements HRPA Study Guide - Health and Safety Program Evaluation and Auditing Content Auditing aligns with the due diligence requirement under OHSA and ensures that the employer is continuously monitoring and improving its safety systems to prevent incidents and legal liability.

NEW QUESTION # 95

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