

CHRP-KE Test Questions Answers - CHRP-KE Latest Exam Dumps

CHRP Practice Exam 2 Questions & Answers 2024/2025

Which of the five categories of hazard does poor exhaust fall into?

- a) People
- b) Equipment
- c) Environment
- d) Materials - ANSWERSC

Which of the following is a Class A fire?

- a) Grease fire
- b) Electrical wiring fire
- c) Waste paper basket fire
- d) Gasoline fire - ANSWERSC

Which of the following questions would be asked to identify a situational factor leading to an accident or incident?

- a) Was the work being performed according to procedures?
- b) Was the machine operating in a satisfactory manner?
- c) Did the loud noise of the machinery drown out the warning bell?
- d) Did some unsafe act contribute to the event? - ANSWERSB

What workplace hazard causes Raynaud's phenomenon, also known as white knuckle or white finger disease?

- a) Chemical exposure
- b) Stress
- c) Vibration

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HRPA CHRP Knowledge Exam Sample Questions (Q103-Q108):

NEW QUESTION # 103

Which component of the 4-component strategy to reduce work-related psychosocial disorders could include an employee and family assistance program?

- A. A focus on information
- B. A focus on organizational change
- C. A focus on stressors
- D. **A focus on psychological services**

Answer: D

Explanation:

Within the HRPA Human Resources Competency Framework (Functional Domain: Health, Wellness, and Safe Workplace), HR professionals are responsible for promoting psychological health and preventing psychosocial disorders in the workplace.

The 4-component strategy to reduce psychosocial disorders includes:

A focus on information - Education and awareness about mental health.

A focus on organizational change - Modifying work conditions and management practices to reduce stressors.

A focus on stressors - Identifying and addressing workplace sources of psychological strain.

A focus on psychological services - Providing access to professional support, such as Employee and Family Assistance Programs (EFAPs).

Extract:

"Psychological services, including employee and family assistance programs, are part of a comprehensive strategy to support mental health and address psychosocial disorders." (HRPA Competency Framework - Health, Wellness, and Safe Workplace, CHRP Level, Key Competency: Implement Health Promotion and Psychological Support Programs) Therefore, C. A focus on psychological services is correct, as EFAPs directly provide confidential counseling and mental health resources to employees and their families.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Health, Wellness, and Safe Workplace CHRP Knowledge Exam Blueprint - Psychological Health and Wellness HRPA Exam Preparation Guide - Psychosocial Risk Management and EFAP Programs

NEW QUESTION # 104

Which of the following combinations best indicates whether a work environment will support an effective training program?

- A. Organizational climate and learning culture
- B. **Training transfer climate and a continuous learning culture**
- C. Organizational climate and pre-training intervention
- D. Training transfer climate and pre-training intervention

Answer: B

Explanation:

The HRPA Professional Competency Framework emphasizes that effective L&D requires conditions that enable transfer of training and sustain continuous learning. A positive training transfer climate (manager support, peer support, opportunities to apply learning, reinforcement) directly affects whether learned skills are used on the job. A continuous learning culture embeds learning in daily work, supporting ongoing application and improvement. Together, these indicate whether the environment will actually support and sustain training effectiveness.

Pre-training interventions (B, D) and generic notions of organizational climate (C) may help, but they are narrower or less targeted indicators than the combined presence of a transfer climate and a continuous learning culture, which the HRPA framework highlights in its L&D effectiveness and evaluation competencies.

Reference (HRPA):

Professional Competency Framework: Learning & Development domain (designing conditions for learning transfer; fostering a culture of continuous learning).

HRPA Study Guide: Transfer of training, managerial support, and learning culture as determinants of L&D impact.

NEW QUESTION # 105

Which of the following is a negotiation strategy that aims for a "win-win" outcome?

- A. Integrative bargaining
- B. Mediation
- C. Arbitration
- D. Distributive bargaining

Answer: A

Explanation:

HRPA's labour relations content distinguishes integrative bargaining as a collaborative, interest-based approach that seeks mutual gains ("win-win") through problem solving, in contrast to distributive tactics that divide a fixed pie. Arbitration and mediation are third-party processes, not bargaining strategies.

NEW QUESTION # 106

Which of the following market survey sources gives an organization the most control over the quality of the data?

- A. Compensation consultants
- B. Government agencies
- C. In-house surveys
- D. Industry groups

Answer: C

Explanation:

Within the Total Rewards domain, the HRPA Professional Competency Framework expects HR practitioners to select and interpret market-pricing sources and to understand their methodological strengths and limitations. Conducting in-house surveys provides the greatest control over data quality because HR can define participants, match jobs precisely to internal roles, specify data cuts (e.g., geography, industry, organization size), and validate the methodology, response rates, and aging factors. External sources-industry groups (A), consultants (C), and government agencies (D)-are valuable, but the organization has limited control over job matching, participant mix, and data treatment.

Relevant Framework Reference (HRPA): Total Rewards-market benchmarking and survey-data governance; ensuring validity, reliability, and appropriate application of compensation survey data.

NEW QUESTION # 107

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. Conducting a needs analysis
- D. Developing a training objective

Answer: C

Explanation:

In the Health, Wellness, and Safe Workplace domain, HRPA 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 HRPA 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 # 108

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