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HRPA CHRP Knowledge Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

If management is willing to pay between \$17 and \$22 per hour for a job, and the union is willing to accept between \$20 and \$25 per hour, what is the bargaining zone of agreement?

- A. \$17-22 per hour
- B. \$17-25 per hour
- C. **\$20-22 per hour**
- D. \$20-25 per hour

Answer: C

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Labour and Employee Relations), HR professionals must understand collective bargaining concepts, including the bargaining zone or zone of potential agreement (ZOPA).

The bargaining zone represents the range in which the employer's and union's acceptable terms overlap.

Extract:

"The bargaining zone is the range of overlap between management's and the union's acceptable limits during negotiation." (HRPA Competency Framework - Labour and Employee Relations, CHRP Level, Knowledge Area: Collective Bargaining and Negotiation) Calculation:

Management range: \$17-22

Union range: \$20-25

Overlap (bargaining zone): \$20-22 per hour

Therefore, C. \$20-22 per hour is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Labour and Employee Relations CHRP Knowledge Exam Blueprint - Collective Bargaining Concepts HRPA Exam Preparation Guide - Negotiation and Bargaining Strategies

NEW QUESTION # 24

To increase the impact of workforce analytics and HR metrics on strategic decision-making, which of the following approaches should an organization adopt?

- A. Focusing on increasing the quantity of data collected and reported.
- B. **Starting with the problems or opportunities the organization faces and developing an understanding of what information is useful for supporting managerial decisions.**
- C. Starting with the existing HR data, creating metrics based on those data, and then looking for ways to apply these metrics in decision-making.
- D. Encouraging managers to report more frequently on HR metrics to all stakeholders.

Answer: B

Explanation:

The HRPA Professional Competency Framework emphasizes that HR analytics must be decision-led: begin with the business question, then determine the information, metrics, and analysis required to inform choices and actions. Building dashboards from whatever data already exist (A) or simply increasing volume/frequency of reports (B, C) risks producing low-utility metrics. Starting with the organizational problems/opportunities ensures measures are relevant, causal, and actionable-thereby increasing strategic impact.

NEW QUESTION # 25

What is an effective method for employees with similar concerns to meet regularly to share knowledge and experiences and learn from each other in order to identify new approaches to problem-solving?

- A. Informal learning

- B. Communities of practice
- C. Knowledge management
- D. Workplace learning

Answer: B

Explanation:

Within the Learning and Development competency area, the HRPA framework emphasizes collaborative learning structures that enable employees to share expertise, reflect on practice, and co-create solutions tied to real work. Communities of practice are formalized peer groups that meet regularly around a shared domain, facilitating knowledge exchange, problem-solving, and continuous improvement across functions or roles. While knowledge management (A) refers to systems and processes for capturing and organizing knowledge, and informal/workplace learning (B/C) describe broader learning that occurs through daily work, communities of practice (D) specifically denote ongoing, structured peer forums designed to surface insights and generate new approaches to challenges.

Relevant HRPA references: Learning and Development-design and support of collaborative learning methods; knowledge sharing mechanisms; facilitation of peer learning groups aligned to organizational goals.

NEW QUESTION # 26

Which alternative dispute resolution process has been criticized for hindering the parties from negotiating an agreement on their own?

- A. Mediation
- B. Conciliation
- C. Fact-finding
- D. Arbitration

Answer: D

Explanation:

In HRPA's Labour and Employee Relations coverage of dispute resolution, arbitration involves a neutral third party issuing a binding decision. A common critique is the "chilling effect," where the availability of a third-party ruling can reduce the parties' incentives to engage in genuine interest-based negotiation and reach their own settlement. Mediation and conciliation facilitate parties' dialogue without imposing outcomes, and fact-finding supplies information rather than decisions.

Relevant HRPA references: Labour and Employee Relations-ADR processes, characteristics, and implications for bargaining dynamics.

NEW QUESTION # 27

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. Providing hearing protection to a worker.
- C. Mopping the floor following a chemical spill.
- 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 HRPA 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 # 28

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