CHRP-KE Valid Practice Questions - Pdf CHRP-KE Files

CHRP Practice Exam 1 (Latest) Questions With Complete Solutions!!

What are the 3 basic occupational health and safety rights of all employees?
a) The right to know, the right to participate, and the right to refuse unsafe work.
b) The right to training, the right to safe conditions, and the right to personal protective equipment.
c) The right to know, the right to communicate, and the right to question unsafe conditions.
d) The right to safety policies, the right to participate, and the right to established procedures. Answer- A

What are the 4 categories of stress-induced strain reaction?
a) Interpersonal, responsibility, performance, and cognitive.
b) Acute, chronic, temporary, and catastrophic.
c) Psychological, physical, behavioural, and organizational.
d) Internal, external, vertical, and horizontal. Answer- B

An organization is charged with a safety offence and defends itself on the grounds that it took all reasonable steps to avoid the particular event. What is this defence known as?
a) Due process
b) Reasonable cause
c) Due diligence
d) Just cause Answer- C

Which of the following best describes "general adaptation syndrome"?
a) A fight or flight reaction to stress.
b) An ability to block out negative stimuli in the environment.
c) An ability to change even when the change is more painful than remaining the same.
d) A tendency to go along with the group. Answer- A

Which of the following is an engineering intervention in a health and safety program?
a) Modifying workplace procedures and policies.
b) Encouraging workers to be proactively involved in workplace safety.
c) Encouraging workers to follow core safety-related rules.
d) Modifying work processes and equipment. Answer- D

At what stage of a fire are flames first visible?
a) Free-burning stage

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HRPA CHRP-KE Exam Syllabus Topics:

Topic	Details
Topic 1	• Labour Relations • Industrial Relations: This section of the exam measures skills of Labor Relations Specialists and covers the framework of collective bargaining, dispute resolution, and negotiation processes. It includes knowledge of employment laws, union-management relations, and strategies for maintaining positive labour relations within the workplace.

Topic 2	• HR Management: This section of the exam measures the skills of HR Generalists and focuses on understanding the role and functions of human resources within an organization. It covers HR policies, strategic alignment of HR practices with business goals, and managing employee relations to ensure organizational effectiveness and compliance.
Topic 3	• Finance & Accounting: This section of the exam measures the skills of HR Business Partners and focuses on understanding financial principles that impact HR decisions. It includes budgeting, financial statement analysis, cost-benefit assessments, and aligning HR initiatives with financial performance and business objectives.
Topic 4	• Organizational Behavior: This section of the exam measures the skills of HR Consultants and focuses on understanding human behavior in organizational settings. It covers motivation, leadership, communication, and group dynamics to promote engagement, teamwork, and a positive work culture.
Topic 5	• Recruitment & Selection: This section of the exam measures the skills of Talent Acquisition Specialists and covers methods for sourcing, screening, and selecting candidates. It includes job analysis, interview techniques, legal considerations, and ensuring fair and effective hiring decisions that align with organizational needs.

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HRPA CHRP Knowledge Exam Sample Questions (Q136-Q141):

NEW QUESTION # 136
Which group of factors is considered in determining the frequency of workplace safety audits?

- A. Availability of trained resources, type of work, and size of organization
- B. Introduction of new equipment, type of work, and previous incidents
- C. Introduction of new equipment, availability of trained resources, and legislation
- D. Size of organization, previous incidents, and employee tenure

Answer: B

Explanation:
HRPA's health and safety program guidance emphasizes risk-based auditing. The frequency of safety audits should reflect: (1) changes in operations such as the introduction of new equipment or processes; (2) the inherent risk of the work/type of work; and (3) the organization's incident history, including near-misses. These factors ensure audits are timely and targeted to the highest risk. While legislation sets minimum compliance requirements, audit frequency is primarily driven by operational risk and change rather than resource availability or organizational size alone.
Relevant HRPA references: HRPA Professional Competency Framework - Health, Wellness, and Safe Workplace (risk assessment, audits, and continuous improvement); HRPA Study Guide - OHS Management Systems (audit planning based on risk, change, and incident trends).

NEW QUESTION # 137
Which of the following statements about HR Information System architecture is correct?

- A. Cloud computing requires significant upfront capital investment for hardware and software purchases

- B. Single-tier architecture decentralizes application processing across multiple servers
- C. Three-tier architecture separates the user interface, application processing, and data storage into distinct layers
- D. Client-server (2-tier) architecture allows all HR functions to be processed on personal computers

Answer: C

Explanation:
The HRPA Human Resources Competency Framework (Functional Domain: Reporting and Financial Management) includes knowledge of HR technology infrastructure and data systems that support HR decision-making and compliance. Understanding system architecture is essential for HR professionals involved in selecting or managing HR Information Systems (HRIS).
Key architectural models include:
Single-Tier Architecture
All functions (user interface, application logic, and data storage) are contained in a single system (often a standalone personal computer).
Not scalable or efficient for enterprise HR operations.
Client-Server (Two-Tier) Architecture
Divides processing between client (user interface) and server (database management).
Some business logic may exist on the client side, limiting performance scalability.
Extract:
"Two-tier client-server architectures distribute processing between client and server but maintain application logic on the client side."
(HRPA Framework - Reporting and Financial Management, Technology and Data Management Knowledge Area) Three-Tier Architecture Separates the system into three layers:
Presentation layer - user interface
Application layer - business logic or processing
Data layer - database or storage
This design enhances scalability, security, and performance, and is foundational to modern HRIS systems.
Extract:
"Three-tier architecture separates user interface, business logic, and data storage layers, enabling efficient and secure HR information management." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level) Cloud Computing Involves delivering HR applications over the internet (Software-as-a-Service), reducing upfront infrastructure costs.
Extract:
"Cloud-based HRIS solutions minimize capital investment and allow scalable, on-demand access." (HRPA Framework - HR Technology and Analytics Knowledge Area) Therefore, A. Three-tier architecture separates the user interface, application processing, and data storage into distinct layers is the correct and technically accurate answer per HRPA's competency framework and study guidance.
Verified Reference Summary (HRPA Frameworks and Study Materials):
HRPA Human Resources Competency Framework - Functional Domain: Reporting and Financial Management CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - HR Information Systems Section HRPA Professional Competency Descriptions - CHRP Level, Technology and Analytics

NEW QUESTION # 138
Which of the following team-based interventions can effectively reduce the effects of social loafing?

- A. Using anonymous peer evaluations.
- B. Communicating clear individual accountability.
- C. Conducting regular team-building activities.
- D. Increasing the team's size.

Answer: B

Explanation:
Within the HRPA Professional Competency Framework (Organizational Effectiveness), HR is expected to design team structures and practices that clarify roles, responsibilities, and performance expectations to improve collaboration and outcomes. Establishing clear individual accountability-explicit goals, role clarity, and measurable individual contributions within team objectives-reduces social loafing by making effort and results visible and attributable. Increasing team size (A) typically exacerbates diffusion of responsibility; anonymous peer evaluations (B) provide limited preventive effect; general team-building (D) can support cohesion but does not by itself ensure accountable contribution.
Relevant Framework Reference (HRPA): Professional Competency Framework-Organizational Effectiveness (role clarity, performance accountability, team effectiveness); HRPA Study Guide-team design, accountability mechanisms, and mitigation of social loafing.

NEW QUESTION # 139

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

- A. Re-engineering
- B. Auditing
- C. Training
- D. Substitution

Answer: B

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 # 140

Why is it more cost effective for employers to purchase dental coverage than for employees to do so individually?

- A. Indexation
- B. Utility
- C. Economies of scale
- D. Dividends

Answer: C

Explanation:

Under the Total Rewards competencies of the HRPA Professional Competency Framework, HR professionals are required to design and administer group benefits that balance value and cost. Group benefit plans leverage risk pooling and economies of scale: the larger the insured group, the lower the per-member administrative load and risk premium, which translates into lower average cost than individually purchased coverage.

Why not A, C, or D? "Dividends" are not a defining feature of dental plans; "utility" is an economics concept, not a pricing mechanism; and "indexation" refers to benefit adjustments (e.g., to inflation), not to why group dental coverage costs less.

Reference (HRPA):

Professional Competency Framework - Total Rewards (Group Benefits): apply principles of risk pooling and economies of scale in benefits design.

HRPA Study Guide - Group Insurance Fundamentals: group purchasing reduces unit costs compared to individual insurance.

NEW QUESTION # 141

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