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HRPA CHRP Knowledge Exam Sample Questions (Q97-Q102):

NEW QUESTION # 97

The third category of job performance, counterproductive behaviour, divides those behaviours into 4 sub-categories. Which of the following pairs of sub-categories demonstrates behaviour that intentionally disadvantages the organization?

- A. Production deviance and property deviance
- B. Political deviance and personal aggression
- C. Production deviance and personal aggression
- D. Property deviance and political deviance

Answer: A

Explanation:
In the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), job performance is often analyzed using three categories:
Task performance - Job-specific duties and responsibilities.
Citizenship behaviour - Voluntary, positive employee actions.
Counterproductive work behaviour (CWB) - Intentional actions that harm the organization or its members.
CWBs are divided into four sub-categories:
Production deviance - Wasting resources, intentionally working slowly.
Property deviance - Theft, sabotage, misuse of company assets.
Political deviance - Gossip, favoritism, undermining coworkers.
Personal aggression - Harassment, abuse, or violence toward others.
Among these, production deviance and property deviance both directly disadvantage the organization by lowering productivity or damaging assets.
Extract:
"Counterproductive behaviours targeting the organization, such as property or production deviance, represent deliberate acts that undermine organizational performance." (HRPA Competency Framework - Organizational Effectiveness, CHRP Level, Knowledge Area: Job Performance and Employee Behaviour) Therefore, B. Production deviance and property deviance is correct.
Verified Reference Summary:
HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Performance and Counterproductive Behaviour HRPA Exam Preparation Guide - Employee Performance and Behaviour

NEW QUESTION # 98

In which type of interview does the interviewer ask a series of job-related questions that focus on relevant past actions?

- A. Behavioural
- B. Unstructured
- C. Mixed (semi-structured)
- D. Situational

Answer: A

Explanation:
The HRPA selection competencies distinguish among interview types. Behavioural interviews use structured, job-related questions that probe what candidates did in specific past situations, based on the premise that past behaviour predicts future performance. Situational interviews (B) ask how a candidate would act in a hypothetical future scenario; mixed (A) blends formats; unstructured (D) lacks consistency and reduces reliability.

NEW QUESTION # 99

In a diverse organization, which of the following initiatives most effectively reduces the risk of cultural misunderstandings that could negatively affect team performance?

- A. Encouraging employees to celebrate their cultural holidays
- B. Providing cultural competence training
- C. Assigning culturally diverse teams for projects
- D. Implementing a zero-tolerance policy for discrimination

Answer: B

Explanation:
The HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness and Learning and Development) highlights cultural competence training as essential to improving collaboration and reducing cultural misunderstandings in diverse workplaces.
Such training enhances employees' awareness of cultural differences, communication styles, and inclusive practices.
Extract:
"Cultural competence training equips employees and leaders to recognize, respect, and effectively manage diversity, reducing conflict and improving team cohesion." (HRPA Competency Framework - Learning and Development, CHRP Level, Key Competency: Develop Diversity and Inclusion Learning Programs) Option Analysis:
A: Zero-tolerance policies define expectations but don't address cultural learning.
B: Correct - builds awareness and practical skills for managing diversity.
C: Exposure to diversity without training may heighten misunderstandings.
D: Celebration promotes inclusion but not competence.
Therefore, B. Providing cultural competence training is correct.
Verified Reference Summary:
HRPA Human Resources Competency Framework - Learning and Development / Organizational Effectiveness CHRP Knowledge Exam Blueprint - Diversity, Equity, and Inclusion HRPA Exam Preparation Guide - Cultural Competence and Diversity Training
Would you like me to continue with QUESTIO N NO: 57 [Strategy or Professional Practice] next, using the same verified HRPA-aligned format?

NEW QUESTION # 100
What is the term for the combined knowledge, skills, and capabilities of an HR professional that add economic benefit to an organization?

- A. Sustainability
- B. Value creation
- C. Human capital
- D. Mentorship

Answer: C

Explanation:
The HRPA Professional Competency Framework defines human capital as the aggregate knowledge, skills, abilities, and other attributes possessed by individuals that can be deployed to create organizational value. In the HR context, the competencies and capabilities of HR professionals themselves constitute human capital when applied to improve outcomes (e.g., talent, culture, performance). "Value creation" (A) describes the outcome, not the underlying stock of capabilities; "sustainability" (C) is a broader organizational objective; and "mentorship" (D) is a development method, not the asset itself.
Relevant Framework Reference (HRPA): Professional Practice-role of HR as a strategic asset; definitions of human capital and its contribution to organizational performance.

NEW QUESTION # 101
What is the goal of having an employee complete a trainability test?

- A. To identify the most suitable trainer to deliver the training
- B. To understand what types of materials are needed for the training
- C. To determine an individual's ability to learn and perform tasks
- D. To indicate who in the organization needs training

Answer: C

Explanation:
Within HRPA's needs analysis and assessment guidance, trainability tests (sometimes called aptitude or learning-ability assessments) are used to determine an individual's capacity to learn and perform job-related tasks following instruction. They inform training readiness and the likely return on training investment. While broader needs analysis identifies who needs training (B), trainability tests specifically evaluate individual learning ability (D), not the choice of instructor (A) or materials (C).
Relevant HRPA references (no external links): HRPA Study Guide - Training Needs Assessment and Learner Analysis; HRPA Competency Framework - Learning & Development: assess learner readiness and capability.

NEW QUESTION # 102
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