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HRPA CHRP Knowledge Exam Sample Questions (Q108-Q113):

NEW QUESTION # 108

In the process of environmental scanning, which stage involves systematically following key indicators that may affect the organization?

- A. Assessing
- **B. Monitoring**
- C. Scanning
- D. Forecasting

Answer: B

Explanation:

The environmental scanning cycle recognized in HRPA strategy content distinguishes: Scanning (detecting early signals), Monitoring (systematically tracking selected indicators over time), Forecasting (projecting potential outcomes), and Assessing (interpreting organizational implications). The stage that systematically follows key indicators is Monitoring.

NEW QUESTION # 109

To fill a vacancy, HR posts a job opening that includes the job description and a list of the most desirable characteristics of employees. Potential candidates who do not have the desired characteristics do not apply for the job. What does this represent?

- A. False negative error
- B. Selection ratio of zero
- C. **Self-selecting out**
- D. False positive error

Answer: C

Explanation:

According to the HRPA Human Resources Competency Framework (Functional Domain: Workforce Planning and Talent Management), effective recruitment involves both attracting qualified candidates and allowing unqualified individuals to self-select out of the process.

Self-selection occurs when potential applicants decide not to apply because they perceive that they do not meet the required qualifications or personal characteristics for the role.

Extract:

"HR professionals design recruitment communication that both attracts qualified candidates and enables others to self-select out, ensuring an efficient and targeted applicant pool." (HRPA Competency Framework - Workforce Planning and Talent Management, CHRP Level, Key Competency: Design and Implement Recruitment Strategies) A (Selection ratio of zero): Refers to the proportion of hires to applicants, not candidate behaviour.

C (False positive error): Occurs when an unqualified candidate is incorrectly selected.

D (False negative error): Occurs when a qualified candidate is incorrectly rejected.

Therefore, B. Self-selecting out accurately describes the situation.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Workforce Planning and Talent Management CHRP Knowledge Exam Blueprint (HRPA, Ontario) HRPA Exam Preparation Guide - Recruitment and Selection

NEW QUESTION # 110

Which group of factors is considered in determining the frequency of workplace safety audits?

- A. Introduction of new equipment, availability of trained resources, and legislation
- B. **Introduction of new equipment, type of work, and previous incidents**
- C. Availability of trained resources, type of work, and size of organization
- 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 # 111

Which form of dispute resolution can save time and money when management and unions voluntarily agree to use it to resolve grievances?

- A. Grievance arbitration
- B. Grievance procedure
- **C. Grievance mediation**
- D. Expedited arbitration

Answer: C

Explanation:

HRPA's labour relations content describes grievance mediation as a voluntary, interest-based process in which a neutral facilitates settlement before arbitration. Mediation is specifically noted for saving time and cost by resolving disputes informally and quickly. While expedited arbitration can shorten timelines, it remains a formal, adjudicative process with associated costs; grievance arbitration is the standard, more time-consuming process; and the grievance procedure is the contractual step framework, not a standalone ADR method.

NEW QUESTION # 112

Which of the following litigation risks should an HR professional advise management about when planning a workforce reduction?

- **A. Allegations of discrimination**
- B. Allegations of sexual harassment
- C. Allegations of constructive dismissal
- D. Allegations of safety violations

Answer: A

Explanation:

When planning a workforce reduction, HR professionals must be vigilant in identifying and mitigating potential litigation risks that could arise from employment termination decisions. According to the HRPA Professional Competency Framework, under the "Labour and Employee Relations" domain (Competency C119), HR professionals are expected to "manage the risk of litigation and conflict in all interactions with employees." This includes being aware of human rights legislation and ensuring that decisions are not based on discriminatory grounds.

The Ontario Human Rights Code prohibits discrimination on various protected grounds (such as race, gender, age, disability, etc.), and if a workforce reduction disproportionately affects members of a protected group, it could lead to legal challenges alleging discrimination. Discrimination is considered one of the most significant legal risks during workforce reductions, as employers must ensure decisions are based on objective, non-discriminatory criteria such as performance or seniority.

Although constructive dismissal (option D) is a legitimate legal concern, it typically arises from significant changes to job duties or terms of employment without consent - not from terminations that are part of a planned reduction.

Safety violations (option A) and sexual harassment (option B) are serious issues but are not directly related to the strategic or legal risks associated with workforce reduction processes.

Relevant Framework Reference:

HRPA Professional Competency Framework - Competency C119 (Labour and Employee Relations) Ontario Human Rights Code - Protection from Discrimination in Employment HRPA Study Guide - Workforce Planning and Employment Law sections These frameworks emphasize that HR must evaluate all employment decisions, including layoffs or restructuring, through a legal and ethical lens to reduce exposure to discrimination claims.

NEW QUESTION # 113

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