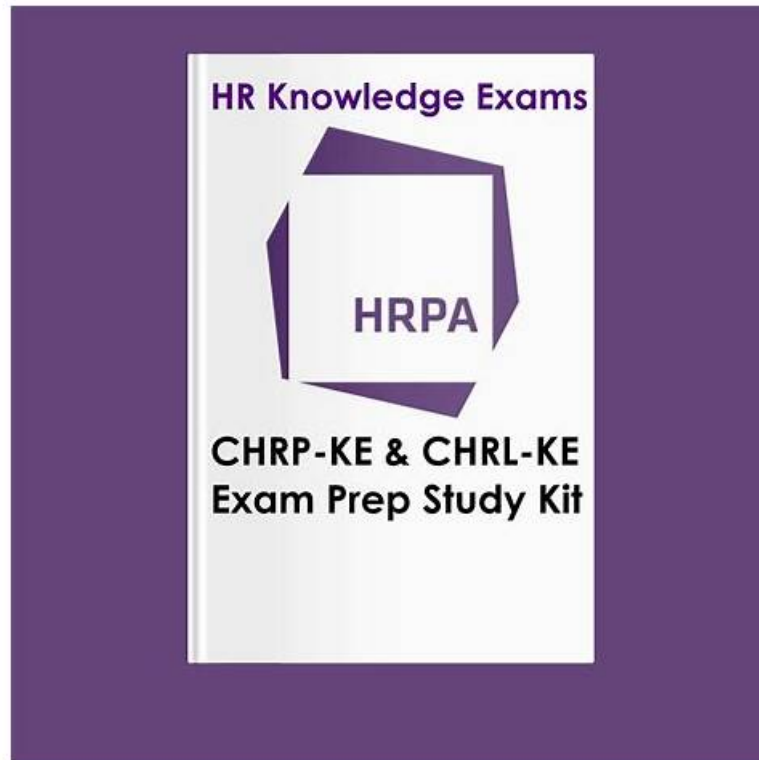


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HRP A CHRP Knowledge Exam Sample Questions (Q119-Q124):

NEW QUESTION # 119

How should an HR professional respond to an employee who wants to understand why their prescription benefit claim has been denied?

- A. Notify the employee's manager and request their intervention
- B. Follow up with the pharmacist on behalf of the employee
- C. Discuss with the employee their experience obtaining coverage for other prescriptions
- **D. Provide the employee with the benefit plan administrator's contact information**

Answer: D

Explanation:

The HRP Human Resources Competency Framework (Functional Domain: Total Rewards) outlines that HR professionals are responsible for administering employee benefit programs and ensuring compliance with privacy and governance standards.

When employees inquire about claim decisions, the HR role is to direct them to the benefit plan administrator-the party authorized to explain claim determinations. HR must not discuss medical or personal details, as doing so could breach confidentiality or privacy regulations.

Extract:

"HR professionals provide accurate information about benefit administration processes and refer employees to the appropriate service providers for confidential claim resolution." (HRPA Competency Framework - Total Rewards, CHRP Level, Key Competency: Administer Employee Benefit Programs) Therefore, B. Provide the employee with the benefit plan administrator's contact information is correct.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Total Rewards CHRP Knowledge Exam Blueprint - Compensation and Benefits HRP Exam Preparation Guide - Benefits Administration and Privacy

NEW QUESTION # 120

Which of the following approaches is most effective for using workforce analytics to measure progress in reaching organizational goals and improving effectiveness?

- A. Standardizing HR metrics across all departments to ensure consistency in reporting
- B. Focusing on HR process efficiency metrics, such as cost per hire and days to fill positions
- C. Emphasizing employee engagement surveys to gauge workforce morale and satisfaction
- **D. Concentrating on operational data by linking HR interventions to business unit outcomes**

Answer: D

Explanation:

According to the HRP Human Resources Competency Framework (Functional Domain: Reporting and Financial Management), the strategic use of workforce analytics requires linking HR data directly to organizational outcomes such as productivity, profitability, and customer satisfaction.

Extract:

"HR professionals use workforce analytics to connect human capital initiatives with business performance indicators, demonstrating HR's contribution to organizational goals." (HRPA Competency Framework - Reporting and Financial Management, CHRP Level, Key Competency: Apply Data Analytics to Inform Business Decisions) Option B correctly reflects this principle by linking HR initiatives (e.g., training, engagement, retention) with business unit outcomes, providing actionable insights.

Option A supports reporting accuracy but does not measure impact.

Option C focuses on efficiency metrics, not effectiveness.

Option D gauges morale, not goal progress.

Therefore, B. Concentrating on operational data by linking HR interventions to business unit outcomes is the most effective approach.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Functional Domain: Reporting and Financial Management CHRP Knowledge Exam Blueprint - Workforce Analytics and Metrics HRP Exam Preparation Guide - HR Measurement and Reporting

NEW QUESTION # 121

Which of the following HR tools documents information to support administrative decisions related to employee retention, development, and termination?

- **A. Performance management system**
- B. Needs assessment
- C. Position analysis questionnaire
- D. Workflow analysis

Answer: A

Explanation:

The HRPFA framework positions the performance management system as the core mechanism to set expectations, assess performance, provide feedback, and document development plans and corrective actions. The resulting records support administrative decisions related to retention (e.g., recognition, progression), development (e.g., learning plans, coaching), and termination (e.g., performance documentation, due process).

Workflow analysis (A) examines processes, not individual performance records. Needs assessment (B) identifies learning gaps, but does not comprehensively document performance and corrective actions. A position analysis questionnaire (D) supports job evaluation and design, not ongoing performance documentation.

Relevant Framework Reference (HRPFA): Performance management within Talent Management-documentation standards, fairness, and due diligence to inform employment decisions.

NEW QUESTION # 122

Which of the following work arrangements provides multiple work schedule alternatives aimed at increasing job satisfaction and reducing employee absenteeism?

- A. Management by objectives
- B. Job enrichment
- C. Job involvement
- **D. Flextime**

Answer: D

Explanation:

According to the HRPFA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), flexible work arrangements are a key component of job design strategies aimed at improving work-life balance, job satisfaction, and retention.

Flextime allows employees to vary their start and end times while maintaining the required total number of work hours. This flexibility supports reduced absenteeism, higher morale, and greater job satisfaction.

Extract:

"Flexible scheduling arrangements such as flextime enhance employee engagement and attendance by allowing individualized work schedules within organizational requirements." (HRPFA Competency Framework - Organizational Effectiveness, CHRP Level, Key Competency: Design Work Systems to Support Employee Effectiveness) Option Analysis:

A (Flextime): Correct - provides alternative schedules that improve satisfaction and reduce absenteeism.

B (Job involvement): Refers to psychological identification with one's job, not scheduling flexibility.

C (Job enrichment): Increases job depth and autonomy, not scheduling alternatives.

D (MBO): Goal-setting system, not a work arrangement.

Thus, A. Flextime is the correct answer.

Verified Reference Summary:

HRPFA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Job Design and Flexible Work Arrangements HRPFA Exam Preparation Guide - Work Design and Motivation

NEW QUESTION # 123

Which of the following creates a list of important duties and job responsibilities performed by jobholders that lead to job success?

- **A. Task inventory analysis**
- B. The position analysis method
- C. The critical incident method
- D. Functional job analysis

Answer: A

Explanation:

Within the Workforce Planning and Talent Management domain, HRPFA's guidance on job analysis describes task (or job) inventory analysis as a systematic technique in which jobholders and/or subject-matter experts generate a comprehensive list of tasks/duties and responsibilities, which are then rated for frequency, importance, and criticality to job success. This produces the foundational content for job descriptions, selection criteria, training, and evaluation.

By contrast, the critical incident method captures examples of exceptionally effective or ineffective behaviours (not a full task list).

Relevant HRPAs references: HRPAs Professional Competency Framework - Workforce Planning and Talent Management (job analysis techniques, task inventories for defining job content); HRPAs Study Guide - Job Analysis and Design (task lists rated by importance/criticality to inform HR systems).

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