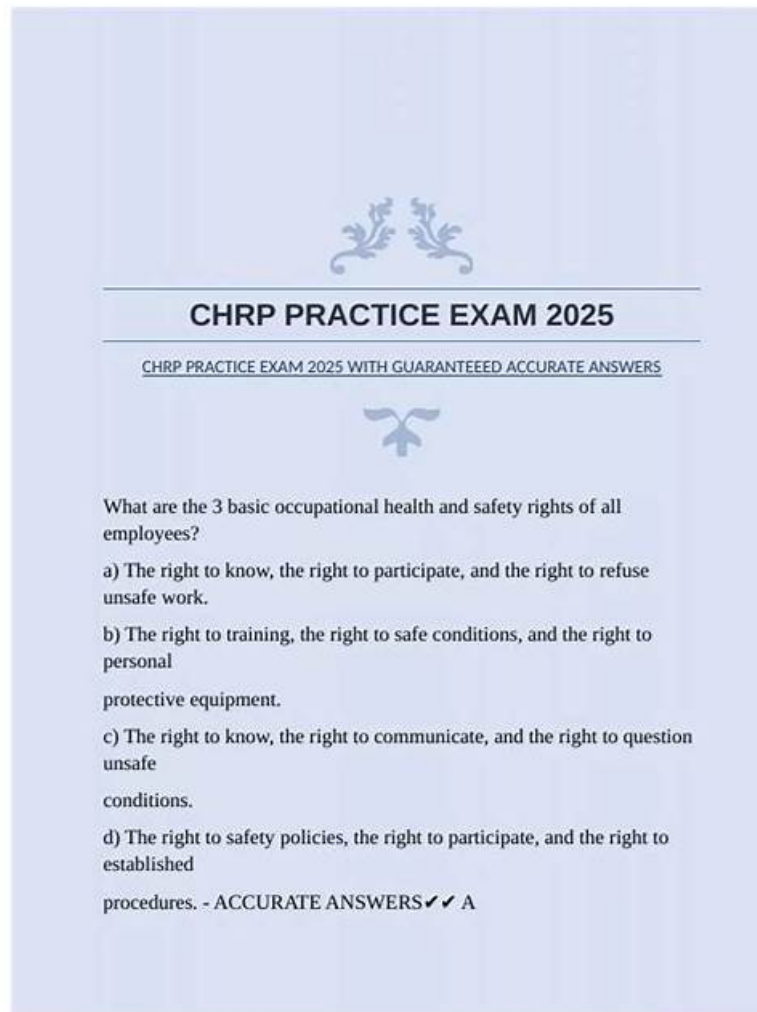


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## HRPA CHRP Knowledge Exam Sample Questions (Q146-Q151):

### NEW QUESTION # 146

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. Workflow analysis
- D. Position analysis questionnaire

**Answer: A**

Explanation:

The HRPA 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 (HRPA): Performance management within Talent Management-documentation standards, fairness, and due diligence to inform employment decisions.

### NEW QUESTION # 147

Alannah consistently has a positive view of life and believes everyone she works with has a similar view. What is this an example of?

- A. Contrast effect
- B. Halo effect
- C. Stereotyping
- D. Projection

**Answer: D**

Explanation:

In the HRPA Human Resources Competency Framework (Functional Domain: Organizational Effectiveness), understanding perceptual and cognitive biases is crucial for effective performance management, team dynamics, and leadership decision-making. Projection occurs when individuals attribute their own traits, attitudes, or beliefs to others, assuming others think or behave as they do.

Extract:

"Projection bias occurs when individuals assume others share their values, attitudes, or perspectives, potentially distorting judgment and interpersonal understanding." (HRPA Competency Framework - Organizational Effectiveness, Knowledge Area: Interpersonal Dynamics and Communication) Option Analysis:

A (Stereotyping): Attributing group characteristics to individuals.

B (Contrast effect): Comparing one person to another, affecting evaluation.

C (Halo effect): Letting one positive trait influence overall judgment.

D (Projection): Correct - assuming others share one's own outlook or mindset.

Therefore, D. Projection accurately describes Alannah's behavior.

Verified Reference Summary:

HRPA Human Resources Competency Framework - Organizational Effectiveness CHRP Knowledge Exam Blueprint - Perception and Decision-Making in Organizations HRPA Exam Preparation Guide - Cognitive and Perceptual Bias in HR

### NEW QUESTION # 148

Which of the following is true about action learning?

- A. It suits small organizations better than multinationals
- B. It is cost effective.
- C. It may increase employee attrition.
- D. Reflection replaces feedback.

**Answer: B**

Explanation:

HRPA's Learning and Development materials describe action learning as a development method where small groups work on real organizational problems, apply solutions, and reflect on results. Because learning occurs on the job while simultaneously solving business issues, it is regularly cited as cost-effective relative to classroom programs that remove employees from work. Reflection and feedback are both integral-reflection does not replace feedback; they complement each other to deepen learning and transfer. Action learning scales to large, multi-site organizations as well as small ones and is not associated with increasing attrition.

Relevant HRP A references (no external links): HRP A Study Guide - Learning Methods: Action Learning; HRP A Competency Framework - Learning & Development: select cost-effective, business-aligned learning methods.

#### **NEW QUESTION # 149**

Which of the following should be considered when evaluating the likelihood that an applicant can adapt to an organization's culture?

- A. Applicant ability
- B. Applicant experience
- **C. Applicant values**
- D. Applicant knowledge

**Answer: C**

Explanation:

HRPA's selection guidance emphasizes assessing candidates on job-related competencies and organizational fit grounded in bona fide requirements. Culture fit/adaptability aligns most directly with applicant values (e.g., collaboration, ethics, customer focus) and their alignment with the organization's mission and norms. Knowledge, experience, and ability are critical for role performance but are not the primary indicators of cultural adaptability.

Relevant HRP A Reference: HRP A Professional Competency Framework - Workforce Planning and Talent Management (selection aligned to organizational values and culture); HRP A Study Guide - Recruitment and Selection (assessing value alignment and organizational fit using valid, job-related methods).

#### **NEW QUESTION # 150**

What are "blind" job ads?

- A. Ads that promote walk-in drop-off of resumes and CVs.
- B. Ads that do not disclose compensation ranges for the position.
- C. Ads that include Braille or audio components.
- **D. Ads that do not identify the organization hiring**

**Answer: D**

Explanation:

Recruitment guidance in the HRP A Study Guide describes blind advertisements as postings that omit the employer's identity (often using a box number or recruiter contact) to preserve confidentiality during sourcing. Lack of salary disclosure (A), accessible format (C), or application method (D) do not define a blind ad.

Relevant HRP A Reference: HRP A Study Guide - Recruitment and Sourcing (job advertisement types, including blind/boxed ads).

#### **NEW QUESTION # 151**

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