

CHRP Exam Practice Questions

10 Multiple Choice Questions with Detailed Answers

Question 1: Occupational Health and Safety Rights

When a manager routinely belittles employees who make mistakes, what type of workplace injustice is occurring?

- A) Distributive injustice
- B) Procedural injustice
- C) Interactional injustice
- D) Organizational injustice

Answer: C) Interactional injustice

Explanation: Interactional injustice refers to unfair treatment in interpersonal interactions, particularly when supervisors treat employees with disrespect, discourtesy, or lack of dignity. This includes behaviors like belittling, humiliation, or inappropriate criticism.

Question 2: Employment Standards and Legislation

What are the three basic occupational health and safety rights that all employees have in most Canadian jurisdictions?

- A) Right to compensation, right to training, right to representation
- B) Right to know, right to participate, right to refuse unsafe work
- C) Right to safety equipment, right to breaks, right to medical attention
- D) Right to union representation, right to grievance, right to appeal

Answer: B) Right to know, right to participate, right to refuse unsafe work

Explanation: These are the fundamental health and safety rights in Canadian workplaces: the right to know about workplace hazards, the right to participate in health and safety activities, and the right to refuse work that is unsafe.

Question 3: Organizational Effectiveness and Workplace Wellness

What are the four categories of stress-induced strain reactions?

- A) Mental, emotional, behavioral, social
- B) Acute, chronic, episodic, situational
- C) Psychological, physical, behavioral, organizational
- D) Individual, team, departmental, organizational

Answer: C) Psychological, physical, behavioral, organizational

Explanation: Stress-induced strain reactions are categorized into four types: psychological (anxiety, depression), physical (headaches, fatigue), behavioral (absenteeism, poor performance), and organizational (turnover, reduced productivity).

Question 4: Due Diligence Defense

An organization is charged with a safety offense and defends itself on the grounds that it took all reasonable steps to avoid the particular event. What is this defense known as?

- A) Strict liability
- B) Due diligence
- C) Reasonable care
- D) Good faith effort

Answer: B) Due diligence

Explanation: Due diligence is a legal defense where an organization demonstrates it took all reasonable precautions and exercised proper care to prevent the incident from occurring. This defense can protect against criminal liability in health and safety cases.

Question 5: Human Resources Planning and Talent Management

Which recruitment method typically yields the highest quality candidates but may limit diversity?

- A) External job postings
- B) Employment agencies
- C) Employee referrals
- D) Campus recruiting

Answer: C) Employee referrals

Explanation: Employee referrals often produce high-quality candidates because current employees understand the job requirements and company culture. However, this method can limit diversity as employees tend to refer people similar to themselves.

Question 6: Total Rewards and Compensation

In job evaluation, which method involves ranking jobs from highest to lowest based on overall worth to the organization?

- A) Point factor method
- B) Job ranking method
- C) Job classification method
- D) Factor comparison method

Answer: B) Job ranking method

Explanation: The job ranking method is the simplest job evaluation approach where jobs are ranked from highest to lowest based on their overall worth or value to the organization, without using specific factors or points.

Question 7: Labour and Employee Relations

Under which circumstances can an employer terminate an employee without providing notice or pay in lieu?

- A) Economic downturn requiring layoffs
- B) Performance not meeting expectations
- C) Just cause dismissal
- D) Restructuring of the department

Answer: C) Just cause dismissal

Explanation: Just cause dismissal occurs when an employee has committed serious misconduct (theft, insubordination, etc.) that fundamentally breaches the employment relationship. In such cases, no notice or severance pay is required.

Question 8: Learning and Development

According to Kirkpatrick's model, what is Level 2 evaluation in training assessment?

- A) Reaction - trainee satisfaction
- B) Learning - knowledge and skill acquisition
- C) Behavior - application of learning on the job
- D) Results - business impact and ROI

Answer: B) Learning - knowledge and skill acquisition

Explanation: Kirkpatrick's Four-Level Training Evaluation Model includes: Level 1 (Reaction), Level 2 (Learning - measuring what participants actually learned), Level 3 (Behavior), and Level 4 (Results).

Question 9: Professional Practice and Ethics

Which principle of the HR profession requires maintaining confidentiality of employee information?

- A) Competence
- B) Integrity
- C) Professional responsibility
- D) Respect for people

Answer: B) Integrity

Explanation: Integrity in HR practice includes maintaining confidentiality, being honest and truthful, and protecting sensitive employee information. This is a core ethical principle for HR professionals.

Question 10: Strategy and Organizational Effectiveness

What is the primary purpose of conducting an organizational diagnosis?

- A) To identify training needs
- B) To assess current state and identify improvement opportunities
- C) To determine compensation levels
- D) To evaluate employee performance

Answer: B) To assess current state and identify improvement opportunities

Explanation: Organizational diagnosis is a systematic process of assessing an organization's current state, identifying problems or opportunities, and determining what changes are needed to improve effectiveness and performance.

Study Tips for CHRP Exam Success

- **Focus on the nine functional dimensions** covered in the HRPA Competency Framework
- **Understand Canadian employment legislation** and provincial variations
- **Practice scenario-based questions** as the exam emphasizes application of knowledge
- **Review case studies** to understand how HR principles apply in real situations
- **Time management** is crucial - pace yourself through 175 questions in 3.5 hours
- **Use elimination techniques** for multiple choice questions when unsure

Good luck with your CHRP exam preparation!