CERTIFIED HUMAN RESOURCE ASSOCIATE (CHRA) SET B PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

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How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

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Questions

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1. Is the company physician responsible for developing a comprehensive occupational health program?

A. Yes

B. No

C. Only if requested by the employer

D. Only during health emergencies

2. Which of the following laws aims to improve the conditions of agricultural workers?

A. RA 10706

B. RA 10801

C. PD 27

D. RA 6657

3. True or False: Agencies involved in complaints are automatically penalized because the Labor Code favors labor.

A. True

B. False

C. Only if found guilty

D. Only in severe cases

4. What is the penalty for charging a fee for assisting in the filing of claims for compensation?

A. Php 100 to Php 1000 and/or three months imprisonment

B. Php 500 to Php 5000 and/or six months to one year imprisonment

C. Php 1000 to Php 15000 and/or one to two years imprisonment

D. Php 200 to Php 2000 and/or up to six months imprisonment

5. What term refers to the portion of the Filipino population that can contribute to production?

A. Workforce

B. Human resources

C. Manpower

D. Labor pool

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6. What constitutes the loss of a limb under the context of permanent total disability?

A. Loss of a hand

B. Loss of an arm

C. Complete loss of use of a leg

D. Loss of a finger

7. What refers to training for self-employment and small industries?

A. Technical education

B. Entrepreneurship

C. Vocational training

D. Business management

8. How is retirement pay calculated for an employee?

A. One month's salary for each year of service

B. One-half worth of the monthly pay plus an additional lump sum

C. One-half worth of the monthly pay, service incentive leave, and thirteenth-month pay

D. Monthly salary multiplied by total years of service

9. Which regulation pertains to the service charge distribution in hospitality establishments?

A. RA 11058

B. RA 11360

C. RA 11210

D. RA 10911

10. What is the timeframe for proceeding with an unsettled grievance to voluntary arbitration?

A. 3 days

B. 5 days

C. 7 days

D. 10 days

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Answers

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1. A
2. D
3. B
4. B
5. C
6. C
7. B
8. C
9. B
10. C

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Explanations

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1. Is the company physician responsible for developing a comprehensive occupational health program?

A. Yes

B. No

C. Only if requested by the employer

D. Only during health emergencies

The company physician plays a crucial role in the development of a comprehensive occupational health program. This responsibility stems from their expertise in understanding the health needs of employees in relation to their work environment. The physician can assess various health risks associated with specific job roles and recommend preventative measures to mitigate those risks. The occupational health program aims to promote the well-being of employees by preventing work-related injuries and illnesses, ensuring compliance with health regulations, and fostering a healthy workplace culture. By leading this initiative, the company physician can help implement health screenings, vaccinations, ergonomic assessments, and health education tailored to the workforce. Other options do not accurately reflect the physician's role. For instance, stating that the physician is responsible only if requested by the employer undermines their proactive involvement in employee health. Similarly, limiting their role to health emergencies ignores the ongoing nature of occupational health, which requires regular assessment and not just reactive measures.

2. Which of the following laws aims to improve the conditions of agricultural workers?

A. RA 10706

B. RA 10801

C. PD 27

D. RA 6657

The law that aims to improve the conditions of agricultural workers is RA 6657, also known as the Comprehensive Agrarian Reform Law (CARL). This legislation was enacted to promote social justice and provide equitable access to land and other resources among farmers and farmworkers. It focuses on redistributing land ownership to ensure that agricultural workers have a stake in the land they cultivate, thereby improving their living and working conditions. RA 6657 is significant because it addresses the historical inequities in land distribution in the Philippines, ensuring that agricultural workers are not only tenants but can also become landowners. This change in status empowers them economically and socially, leading to better livelihoods and improved conditions both on the farm and in their communities. Other options, while pertaining to agricultural issues, do not specifically target the broad protection and improvement of agricultural worker conditions as directly as RA 6657 does. For instance, RA 10706 and RA 10801 focus on disaster risk reduction and assistance to overseas Filipino workers, respectively. PD 27, although related to land reform, does not encompass the full range of agrarian reform measures that RA 6657 implements.

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3. True or False: Agencies involved in complaints are automatically penalized because the Labor Code favors labor.

A. True

B. False

C. Only if found guilty

D. Only in severe cases

The statement is false because the Labor Code does not automatically penalize agencies involved in complaints simply because they are linked to labor issues. Instead, any penalties or consequences for an agency arise from a determination of wrongdoing through a due process that often includes investigations and hearings. The Labor Code is designed to protect the rights of workers, advocating for fair treatment and justice in the workplace, but it does not assume guilt or impose penalties without proper evidence and a legal process. This ensures that agencies have the opportunity to present their case and are only subject to penalties if they are found responsible for violations of labor laws. Moreover, the legal framework surrounding labor disputes relies heavily on a thorough examination of the circumstances and evidence, reinforcing the principle of fairness in the resolution of labor disputes.

4. What is the penalty for charging a fee for assisting in the filing of claims for compensation?

A. Php 100 to Php 1000 and/or three months imprisonment

B. Php 500 to Php 5000 and/or six months to one year imprisonment

C. Php 1000 to Php 15000 and/or one to two years imprisonment

D. Php 200 to Php 2000 and/or up to six months imprisonment

The penalty for charging a fee for assisting in the filing of claims for compensation is set at Php 500 to Php 5000 and/or six months to one year imprisonment. This level of penalty reflects a serious stance towards practices that exploit individuals seeking compensation. A fine within this range serves as a deterrent against unethical behavior, ensuring that those who assist in such matters do so without direct financial gain that could compromise their integrity or the fairness of the claims process. Legislation around this issue often aims to protect claimants from predatory practices, so the specified penalty is aligned with the seriousness of the offense, balancing financial repercussions with the possibility of incarceration to emphasize the importance of transparency and ethics in compensation claims processes. Therefore, the chosen penalty appropriately underscores the legal and ethical frameworks surrounding claims assistance.

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5. What term refers to the portion of the Filipino population that can contribute to production?

A. Workforce

B. Human resources

C. Manpower

D. Labor pool

The term that specifically refers to the portion of the population that can contribute to production is "manpower." This term encompasses the available workforce, highlighting the human element in economic activities. It reflects not only the number of individuals who can participate in labor but also includes their skills, abilities, and readiness to work in various sectors of the economy. Understanding "manpower" is crucial for assessing productivity, planning for workforce needs, and supporting economic development. On the other hand, while "workforce" and "labor pool" are similar concepts, they may refer to slightly different groups or aspects of employment. The "workforce" typically reflects those actively employed or engaged in work, while the "labor pool" can sometimes imply a broader group that includes both employed and unemployed individuals who are seeking work. "Human resources," though related, refers more broadly to the management and development of employees rather than the specific segment of the population that is engaged in production activities.

6. What constitutes the loss of a limb under the context of permanent total disability?

A. Loss of a hand

B. Loss of an arm

C. Complete loss of use of a leg

D. Loss of a finger

Permanent total disability is categorized in relation to the extent to which an injury affects a person's ability to perform work or daily activities. The criterion for classifying a loss as a permanent total disability often involves the complete loss of use of a limb or the limb itself, which directly impacts the individual's mobility or functionality. The option indicating the complete loss of use of a leg represents a significant impairment that hinders an individual's capacity to engage in both work and everyday tasks. The legs are crucial for movement, balance, and overall mobility, and losing their function entirely means the individual cannot perform activities that require standing, walking, or other leg movements. This incapacity typically qualifies as a permanent total disability according to regulations and policies that govern these classifications. The other choices, such as the loss of a hand, an arm, or a finger, while serious, do not equate to the complete loss of use of a leg, which carries a more profound impact on a person's overall functionality. Therefore, understanding the distinction between the complete loss of use versus the loss of a particular limb plays a crucial role in determining the classification of permanent total disability.

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7. What refers to training for self-employment and small industries?

A. Technical education

B. Entrepreneurship

C. Vocational training

D. Business management

Entrepreneurship refers to the process of starting and managing a new business venture, which often encompasses training designed specifically for self-employment and small industries. This type of training equips individuals with the necessary skills to identify business opportunities, develop business plans, acquire financing, and manage the day-to-day operations of their own businesses. While technical education and vocational training focus on developing specific skills or trades that can lead to employment in various fields, they do not have the distinct emphasis on self-employment and business ownership that entrepreneurship does. Business management involves understanding how to run a business effectively, but it typically assumes that the individual is already in a managerial position rather than focusing on the start-up phase of becoming self-employed or creating a small industry. Hence, entrepreneurship is the most appropriate choice for training aimed directly at self-employment and small businesses.

8. How is retirement pay calculated for an employee?

A. One month's salary for each year of service

B. One-half worth of the monthly pay plus an additional lump sum

C. One-half worth of the monthly pay, service incentive leave, and thirteenth-month pay

D. Monthly salary multiplied by total years of service

Retirement pay is often calculated based on multiple components that reflect both the employee's monthly salary and their length of service. The correct method indicates that retirement pay consists of one-half of the monthly pay, service incentive leave, and thirteenth-month pay. This approach ensures that the retirement pay aligns more closely with the worker's overall compensation and benefits accrued throughout their employment. By including service incentive leave, which typically represents benefits accumulated due to the employee's accumulated leave days, the calculation acknowledges the value of the time invested in the company. The inclusion of thirteenth-month pay serves to enhance the retirement package further, as this is an additional benefit granted to employees, reinforcing the notion of reward for long-term service. The combination of these factors in the calculation allows for a more comprehensive consideration of the employee's contributions and entitlements, reflecting both their monthly salary and various additional benefits earned during their tenure with the organization.

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9. Which regulation pertains to the service charge distribution in hospitality establishments?

A. RA 11058

B. RA 11360

C. RA 11210

D. RA 10911

The regulation that pertains to service charge distribution in hospitality establishments is indeed RA 11360. This law specifically addresses how service charges collected by hospitality industries, such as hotels and restaurants, should be distributed among employees. Under this regulation, it mandates that a certain percentage of the collected service charges must be distributed to the rank-and-file employees, ensuring fair compensation practices within the industry. This law is pivotal in promoting equitable pay distribution among service personnel who contribute to customer service satisfaction. It also aims to enhance employee morale and incentivize better service delivery. The other regulations mentioned do not focus specifically on service charge distribution in the hospitality sector. They may cover various aspects of labor and employment laws, but they do not directly address the concerns related to service charges, making RA 11360 the correct and relevant choice for this specific topic.

10. What is the timeframe for proceeding with an unsettled grievance to voluntary arbitration?

A. 3 days

B. 5 days

C. 7 days

D. 10 days

The timeframe of 7 days for proceeding with an unsettled grievance to voluntary arbitration is grounded in standard practices within labor relations and grievance procedures. This timeframe is designed to balance the need for timely resolution of disputes with the opportunity for thorough consideration of the grievance. By allowing a 7-day period, it enables both parties—the employer and the employee or union—to prepare adequately for arbitration. This includes gathering necessary documentation, evidence, and understanding the grievance's merits. This period serves to facilitate communication and potential resolution before escalating to arbitration, which can be a more formal and lengthy process. Shorter timeframes, such as 3 or 5 days, may not provide sufficient time for parties to come to a well-considered decision or adequately prepare their cases. Conversely, a longer timeframe, like 10 days, might delay the dispute resolution process unnecessarily, prolonging any unresolved issues. Thus, 7 days strikes a practical balance between prompt action and the need for diligence in the grievance handling process.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

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We wish you the very best on your exam journey. You've got this!

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