# CERTIFIED HUMAN RESOURCE PROFESSIONAL (CHRP) PRACTICE EXAM (SAMPLE)

## STUDY GUIDE



## SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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https://certifiedhumanresourceprofessional-chrp.examzify.com

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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. **Which of the following demonstrates an elastic supply of labour?**

   A. An increase in pay rates results in many more applications being received.

   B. An increase in pay rates has no influence on the number of applications received.

   C. An increase in the demand for labour results in an increase in market rates.

   D. An increase in the demand for labour has no influence on market rates.

2. **Assigning a group of emerging managers a supply chain problem to solve is an example of what type of development activity?**

   A. Succession planning

   B. Case study method

   C. Action learning

   D. Organizational learning

3. **What is true about training and development?**

   A. Training is instructional; development is experiential.

   B. Training supports performance in a current job; development supports performance in a future job.

   C. Training occurs outside of the immediate work environment; development occurs on the job.

   D. Training supports new employees; development supports succession planning.

4. **What type of HR strategies are promotions, job rotations, and special assignments?**

   A. Management development

   B. Work re-engineering

   C. Job enlargement

   D. Worker replacement

5. **Evaluating candidates using a relative rating scale can lead to what type of rater error?**

   A. Recency

   B. Halo

   C. Contrast

   D. Central tendency

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**6. A safety officer is responsible for which of the following?**

A. Ensuring compliance with safety regulations.
B. Training employees in other departments.
C. Leading marketing campaigns.
D. Managing employee schedules.

**7. What is the first step in Kotter's 8-step model of change?**

A. Create a vision.
B. Form a guiding coalition.
C. Establish a sense of urgency.
D. Unfreeze the status quo.

**8. Which of the following will increase the cost of benefits to employers?**

A. Encouraging employees to live healthy lifestyles
B. Keeping employees informed about the cost of benefits
C. Moving to a defined-benefit pension plan
D. Increasing the deductibles on prescriptions

**9. Which of the following could reduce the risk of repetitive strain injuries?**

A. Strain management
B. Stress management
C. Industrial engineering
D. Ergonomics

**10. Which of the following is a legal labour practice?**

A. Terminating union sympathizers.
B. Increasing employee benefits during collective bargaining.
C. Locking out employees during collective bargaining.
D. Conducting a strike before the expiry of the collective agreement.

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# Answers

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

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# Explanations

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**1. Which of the following demonstrates an elastic supply of labour?**

A. An increase in pay rates results in many more applications being received.

B. An increase in pay rates has no influence on the number of applications received.

C. An increase in the demand for labour results in an increase in market rates.

D. An increase in the demand for labour has no influence on market rates.

*An elastic supply of labor refers to a situation where the quantity of labor supplied responds significantly to changes in wages or pay rates. When an increase in pay rates results in many more applications being received, it indicates that potential workers are more willing to enter the labor market or increase their working hours due to the financial incentive. This responsiveness is a hallmark of elastic supply, as it showcases that changes in wage levels can lead to substantial changes in the quantity of labor supplied. In this context, the other options reflect scenarios of inelastic supply. When pay rates do not influence the number of applications received, this suggests that potential workers are not inclined to alter their decision to work based on wage changes, indicating rigidity in the labor supply. Similarly, an increase in demand for labor that results in higher market rates or one that does not influence market rates also points to a less responsive supply curve where labor supply does not adjust in accordance with demand shifts. Therefore, the answer highlights a key principle of labor economics regarding supply elasticity in relation to wage changes.*

**2. Assigning a group of emerging managers a supply chain problem to solve is an example of what type of development activity?**

A. Succession planning

B. Case study method

C. Action learning

D. Organizational learning

*Assigning a group of emerging managers a supply chain problem to solve is an example of action learning. This approach involves engaging learners in real-life challenges to promote their development through practical experience. By working collaboratively on a meaningful issue, managers not only apply their knowledge and skills but also enhance critical thinking, problem-solving, and teamwork abilities. Action learning emphasizes learning through action, where participants reflect on their experiences and develop solutions in a dynamic environment. This method fosters a deeper understanding of concepts as managers navigate complexities inherent in real business scenarios. It is particularly effective in developing leadership competencies and enhancing strategic thinking, which are essential for emerging leaders. While organizational learning focuses on the overall knowledge and skill development of an organization through various processes and experiences, it does not specifically involve the direct problem-solving scenarios characteristic of action learning. Succession planning refers to preparing individuals for future roles within the organization, which is not the primary focus in this context. The case study method entails analyzing specific instances for learning but typically does not involve the collaborative, problem-solving elements present in action learning.*

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## 3. What is true about training and development?

A. Training is instructional; development is experiential.

B. Training supports performance in a current job; development supports performance in a future job.

C. Training occurs outside of the immediate work environment; development occurs on the job.

D. Training supports new employees; development supports succession planning.

*The statement that training supports performance in a current job while development supports performance in a future job accurately reflects the distinct purposes of these two concepts within human resource management. Training is typically focused on enhancing the skills and knowledge required to perform immediate tasks effectively. It often involves structured programs that are job-specific and aimed at improving current job performance. In contrast, development is broader in scope, emphasizing the growth and progression of employees for future roles and responsibilities. This may encompass leadership training, career planning, and competency development that prepares individuals for future challenges and positions within the organization. By focusing on long-term career growth, development initiatives ensure that employees are not only capable of performing their current job but are also equipped to take on greater responsibilities as they advance in their careers. The other options present descriptions that do not accurately differentiate the primary objectives of training and development. For instance, while training often takes place in the immediate work environment, development is not confined to just experiential contexts. Each serves a unique role in fostering employee capabilities and organizational growth, but the essence of the question revolves around their differing contributions to current versus future job performance.*

## 4. What type of HR strategies are promotions, job rotations, and special assignments?

A. Management development

B. Work re-engineering

C. Job enlargement

D. Worker replacement

*Promotions, job rotations, and special assignments are categorized as management development strategies because they are specifically designed to enhance the skills and capabilities of employees, preparing them for greater responsibilities and leadership roles within the organization. These strategies focus on developing the potential of employees by providing varied experiences and opportunities that challenge their current skill sets, encouraging them to grow and adapt to new situations. Promotions allow employees to ascend to higher positions, which requires them to develop new competencies. Job rotations expose employees to different roles within the organization, fostering a broader understanding of the business and enhancing their versatility. Special assignments provide opportunities for employees to tackle unique challenges, further contributing to their professional growth. In contrast, work re-engineering refers to the process of restructuring how work is done to improve efficiency, job enlargement involves increasing the scope of a job by adding more tasks at a similar level, and worker replacement focuses on filling vacant positions rather than developing current employees. Thus, it is clear that promotions, job rotations, and special assignments align specifically with the goal of management development.*

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## 5. Evaluating candidates using a relative rating scale can lead to what type of rater error?

A. Recency

B. Halo

C. Contrast

D. Central tendency

*Using a relative rating scale in candidate evaluation can lead to the halo effect, which occurs when a rater allows one positive attribute of a candidate to influence their overall assessment, overshadowing other important characteristics. This error typically arises when evaluators perceive a candidate positively due to one specific quality, such as previous experience or an impressive interview presence, and then inadvertently rate them higher in all other areas, regardless of their actual performance or competencies in those specific areas. The halo effect can distort the evaluation process by not allowing the rater to objectively assess all dimensions of a candidate's abilities. It makes it crucial for evaluators to remain aware of the potential for this bias and to take steps to minimize its impact, ensuring that each attribute is considered independently to provide a fair and accurate assessment. Other errors like recency, contrast, and central tendency influence ratings differently, but they do not specifically relate to how one attribute can improperly sway the judgment of an evaluator across all criteria. Understanding the halo effect emphasizes the need for a well-rounded evaluation process to mitigate biases and ensure fair hiring practices.*

## 6. A safety officer is responsible for which of the following?

A. Ensuring compliance with safety regulations.

B. Training employees in other departments.

C. Leading marketing campaigns.

D. Managing employee schedules.

*The responsibility of a safety officer primarily revolves around ensuring compliance with safety regulations. This role involves implementing and monitoring policies and procedures that promote a safe working environment, identifying potential hazards, conducting safety audits, and ensuring that the organization adheres to relevant legislation. Safety officers play a critical part in protecting the health and safety of employees by mitigating risks and fostering a culture of safety within the organization. Their focus is on maintaining standards that not only comply with legal requirements but also exceed industry benchmarks whenever possible. While training employees in safety practices is a component of the safety officer's duties, this function is not as broad as the overarching responsibility of ensuring compliance with safety regulations. The other choices of managing employee schedules and leading marketing campaigns fall outside the scope of a safety officer's duties, aligning instead with HR management and marketing functions.*

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## 7. What is the first step in Kotter's 8-step model of change?

A. Create a vision.

B. Form a guiding coalition.

C. Establish a sense of urgency.

D. Unfreeze the status quo.

*In Kotter's 8-step model of change, establishing a sense of urgency is the crucial first step because it lays the groundwork for effective change management. This step involves creating awareness about the need for change, highlighting potential threats that could necessitate action, or acknowledging opportunities that could be exploited. By effectively communicating the urgency, leaders can motivate stakeholders and prepare them for the upcoming changes, ensuring that the organization recognizes the importance of moving away from the current status quo. Creating a vision, forming a guiding coalition, and unfreezing the status quo are all important components that follow the establishment of urgency. They build on the initial momentum generated by this awareness. Without a solid sense of urgency, stakeholders may resist change or lack the motivation to engage fully in the process, thus hindering the overall effectiveness of the change initiative.*

## 8. Which of the following will increase the cost of benefits to employers?

A. Encouraging employees to live healthy lifestyles

B. Keeping employees informed about the cost of benefits

C. Moving to a defined-benefit pension plan

D. Increasing the deductibles on prescriptions

*Moving to a defined-benefit pension plan will indeed increase the cost of benefits to employers because these plans involve a promise to provide a specific benefit upon retirement. This requires employers to maintain sufficient funding to cover future obligations, which can be significantly more expensive than defined-contribution plans where the employer's obligation is limited to making contributions. Defined-benefit plans often require complex actuarial evaluations and ongoing funding strategies, which can add to the administrative burden and financial responsibility for the employer. In contrast, encouraging employees to live healthy lifestyles, keeping employees informed about the cost of benefits, and increasing deductibles on prescriptions are strategies that typically aim to manage or reduce costs. Healthy lifestyle programs can lead to lower healthcare costs over time. Keeping employees informed helps them make better use of their benefits, potentially optimizing costs. Increasing deductibles, while it can shift some of the financial burden to employees, generally also helps employers control their healthcare spending.*

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## 9. Which of the following could reduce the risk of repetitive strain injuries?

A. Strain management

B. Stress management

C. Industrial engineering

D. Ergonomics

*The correct choice focuses on ergonomics, which is the science of designing the workplace and tools to fit the worker's physical capabilities and limitations. Implementing ergonomic principles can significantly reduce the risk of repetitive strain injuries by ensuring that workstations, tools, and tasks are optimized for comfort and efficiency. This might include adjusting the height of desks, providing appropriate seating, or using tools that minimize strain on the hands and wrists. By addressing physical factors in the environment where work is performed, ergonomics aims to enhance workplace comfort and productivity, ultimately leading to a decrease in the likelihood of injuries related to repetitive motions. While strain management, stress management, and industrial engineering can contribute to overall health and workplace safety, they do not specifically target the physical arrangements and adjustments that ergonomics does. For instance, strain management focuses more on how individuals deal with physical stress in their bodies, and stress management addresses emotional or psychological pressures that can lead to injuries but are not directly aimed at physical workplace configurations. Industrial engineering may deal with optimizing processes and systems but may not directly implement ergonomics principles to prevent repetitively induced injuries.*

## 10. Which of the following is a legal labour practice?

A. Terminating union sympathizers.

B. Increasing employee benefits during collective bargaining.

C. Locking out employees during collective bargaining.

D. Conducting a strike before the expiry of the collective agreement.

*Locking out employees during collective bargaining can be considered a legal labor practice under specific circumstances. In labor relations, a lockout is a temporary action taken by an employer to prevent employees from working, often used as a tactic during disputes in negotiations. It is typically utilized when an employer believes that the continuation of work would undermine their position in negotiating terms and conditions of employment. The legality of a lockout depends on the context and the reason behind the action. For instance, it must be aimed at securing a legitimate economic goal, such as negotiating wages or working conditions, and it should comply with legal regulations and procedures established in labor law or collective agreements. In this scenario, while the act of locking out employees can be legally permissible, it should be conducted in adherence to relevant labor laws, which specify the rights and responsibilities of both employers and employees during the collective bargaining process. The other choices presented involve actions that can lead to legal and ethical infractions. For example, terminating union sympathizers may violate labor laws safeguarding employees' rights to unionize. Increasing employee benefits during collective bargaining can be perceived as an unfair labor practice where one party attempts to influence negotiations unilaterally. Conducting a strike before the expiry of the collective agreement typically goes*

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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:

https://certifiedhumanresourceprofessional-chrp.examzify.com

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

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