CHRA – STATUTORY MONETARY BENEFITS 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. Which of these is not typically recognized as a regular holiday in many labor laws?

A. Christmas Day

B. Good Friday

C. Maundy Thursday

D. Valentine's Day

2. What is the duration of full pay for paternity leave according to RA 8187?

A. Five days

B. Seven days

C. Ten days

D. Fourteen days

3. Can an employee receive both short-term disability and EI benefits at the same time?

A. Yes, it is fully permitted without any consequences

B. Yes, but with a penalty on the amount received

C. No, it typically leads to a reduction or offset of benefits

D. No, it's illegal to combine the two benefits

4. Which of the following scenarios would not qualify an employee for holiday pay?

A. The employee is absent on the day before the holiday.

B. The employee worked on the holiday.

C. The employee is on a leave of absence.

D. The holiday falls on a Sunday.

5. How can employers engage with Pag-IBIG Fund services through the Virtual Pag-IBIG system?

A. By attending periodic seminars

B. By managing employee accounts online

C. By connecting with Pag-IBIG agents directly

D. By submitting monthly reports

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6. How do statutory benefits differ from discretionary benefits?

A. Statutory benefits are optional, while discretionary benefits are legally required.

B. Statutory benefits are mandated by law, discretionary benefits are not.

C. Statutory benefits are only for federal employees, discretionary benefits apply to all workers.

D. Statutory benefits are determined by market demand, discretionary benefits are fixed.

7. For work in excess of eight hours performed on a scheduled rest day or a special day, what is the additional compensation?

A. 20%

B. 25%

C. 15%

D. 30%

8. In the context of parental leave for solo parents, which is a false statement?

A. Eligibility is only based on the solo parent's income

B. Death of the spouse qualifies a parent

C. Physical incapacity of the spouse qualifies a parent

D. Abandonment by the spouse qualifies a parent

9. If an employee does not meet the service requirement for special leave, what happens?

A. They are automatically granted leave anyway.

B. They can apply for leave under a different category.

C. They do not qualify for the special leave benefits.

D. They can appeal for special leave consideration.

10. For employees who are required to work on Sundays or holidays, how many days per year does it equate to?

A. 360

B. 395.7

C. 313

D. 261

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Answers

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

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Explanations

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1. Which of these is not typically recognized as a regular holiday in many labor laws?

A. Christmas Day

B. Good Friday

C. Maundy Thursday

D. Valentine's Day

In many labor laws, regular holidays are typically designated days that are recognized nationwide and often include significant celebrations or observances. Christmas Day, Good Friday, and Maundy Thursday are all widely recognized based on religious and cultural significance within many jurisdictions, particularly in countries where Christianity is prevalent. These holidays typically provide employees with a day off with pay. On the other hand, Valentine's Day is generally not recognized as a regular holiday under labor laws. It is primarily a cultural or commercial celebration focused on romantic relationships and does not carry the same weight or significance in terms of labor rights or national observance as the other holidays listed. Therefore, it does not warrant mandatory time off or pay under standard labor regulations.

2. What is the duration of full pay for paternity leave according to RA 8187?

A. Five days

B. Seven days

C. Ten days

D. Fourteen days

The duration of full pay for paternity leave according to Republic Act No. 8187 is indeed seven days. This law was enacted in the Philippines to provide paternity leave benefits to male employees in the private sector who are expecting or have a child. The specific provision allows fathers to spend time with their newborn and support their partners during the critical period following childbirth. This leave is separate from other types of leave and is designed to ensure that new fathers can play an active role in their child's early life, fostering family support and bonding. While the options present various durations, only the seven-day leave aligns with the provisions set forth by RA 8187. Understanding this framework is crucial for anyone involved in human resources or employee benefits management, as it allows for compliance with national laws and enhances employee support programs.

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3. Can an employee receive both short-term disability and EI benefits at the same time?

A. Yes, it is fully permitted without any consequences

B. Yes, but with a penalty on the amount received

C. No, it typically leads to a reduction or offset of benefits

D. No, it's illegal to combine the two benefits

Receiving both short-term disability benefits and Employment Insurance (EI) benefits simultaneously is a situation that many individuals navigate, and the correct understanding is that it typically leads to a reduction or offset of benefits. When an employee is on short-term disability, they are often receiving financial support from their employer's disability insurance plan. If that employee also applies for EI benefits, particularly for sickness, the combined income from both sources may exceed what is considered allowable under the EI program. This means that EI benefits could be reduced to account for the short-term disability payments, ensuring that the total income does not exceed a specific threshold. Most jurisdictions have provisions in place to avoid situations where individuals might receive a double benefit for the same period of unemployment or incapacity. Thus, the nature of the relationship between these two types of benefits forms the basis of the rationale behind the offset or reduction, highlighting the importance of understanding how different benefit programs can interact and impact an individual's financial situation during periods of disability or unemployment. This knowledge is crucial for employees to ensure they are making informed decisions regarding their benefits and understand any potential implications of receiving multiple forms of assistance.

4. Which of the following scenarios would not qualify an employee for holiday pay?

A. The employee is absent on the day before the holiday.

B. The employee worked on the holiday.

C. The employee is on a leave of absence.

D. The holiday falls on a Sunday.

To determine which scenario does not qualify an employee for holiday pay, it's essential to understand the typical policies surrounding holiday pay entitlements. In most employment scenarios, eligibility for holiday pay often requires the employee to be present or actively engaged in work duties on certain key days leading up to the holiday, as this confirms their ongoing presence and work commitment. In the case of an employee who is absent the day before the holiday, this usually disqualifies them from receiving holiday pay, as the absence may suggest a lack of availability or commitment around that time. Working on the holiday, on the other hand, typically qualifies an employee for additional compensation or holiday pay, which is an acknowledgment of their work contribution despite it being a holiday. Being on a leave of absence often involves special considerations, but these employees are generally not considered actively engaged in work duties, which could lead to the same outcome as the absence scenario. A holiday falling on a Sunday does not inherently affect eligibility for holiday pay, as many employers have policies to compensate employees even if the holiday coincides with a weekend day. Therefore, the absence on the day before the holiday is a clear criterion that would disqualify an employee from receiving holiday pay, making it the correct identification in this context.

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5. How can employers engage with Pag-IBIG Fund services through the Virtual Pag-IBIG system?

A. By attending periodic seminars

B. By managing employee accounts online

C. By connecting with Pag-IBIG agents directly

D. By submitting monthly reports

Employers can effectively engage with Pag-IBIG Fund services through the Virtual Pag-IBIG system primarily by managing employee accounts online. This digital platform allows employers to access various services related to their employees' contributions, loans, and benefits from Pag-IBIG conveniently. With online account management, employers can easily monitor contributions, submit employee information, and perform other essential functions without the need for physical paperwork or in-person visits to Pag-IBIG offices. This method enhances efficiency and ensures that employers can promptly address any concerns related to their employees' membership in the fund, facilitate loan applications, and ensure compliance with related regulations. Engaging with Pag-IBIG through online management streamlines processes and reduces the potential for errors that might occur with manual handling. Other choices, like attending periodic seminars or submitting monthly reports, while valuable for education and compliance, do not offer the same level of direct and convenient engagement with the services as managing employee accounts online does. These alternatives do not facilitate ongoing interaction with the system in the way that virtual account management does.

6. How do statutory benefits differ from discretionary benefits?

A. Statutory benefits are optional, while discretionary benefits are legally required.

B. Statutory benefits are mandated by law, discretionary benefits are not.

C. Statutory benefits are only for federal employees, discretionary benefits apply to all workers.

D. Statutory benefits are determined by market demand, discretionary benefits are fixed.

Statutory benefits are those that are mandated by law, meaning employers are legally required to provide them to eligible employees. These benefits often include things like workers' compensation, unemployment insurance, and certain health benefits. Because they are dictated by federal, state, or local legislation, employers cannot choose whether or not to offer these benefits; they must comply with the law. In contrast, discretionary benefits are not required by law. Instead, they are offered at the discretion of the employer as part of a benefits package. Examples of discretionary benefits might include paid time off, health club memberships, or educational assistance. Since these benefits are not mandated, employers can tailor their offerings based on their business needs or competitive positioning in the job market. This distinction highlights the fundamental difference where statutory benefits arise from legal obligations, whereas discretionary benefits stem from organizational choices and strategies.

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7. For work in excess of eight hours performed on a scheduled rest day or a special day, what is the additional compensation?

A. 20%

B. 25%

C. 15%

D. 30%

When an employee works in excess of eight hours on a scheduled rest day or on a special day, they are entitled to additional compensation above their regular wage. The correct answer is associated with the percentage extra that reflects the added burden and expectation of working on a day typically designated as a rest period. In many workplace compensation structures, particularly under labor laws or collective agreements, working on a non-standard workday command a higher pay rate to compensate for the inconvenience and disruption to an employee's time off. This typically recognizes that employees should receive a substantial premium for their willingness to work during these more personal and family-oriented hours. In this scenario, the additional compensation for such excess hours worked is pegged at 30%, which aligns with the common practices found in labor agreements that involve working on rest days. This percentage ensures that employees are fairly compensated not only for their time but also for their availability and readiness to perform in circumstances that are outside of their normal work schedule. Understanding this concept is crucial, as it underscores the importance of maintaining a balance between work obligations and personal time.

8. In the context of parental leave for solo parents, which is a false statement?

A. Eligibility is only based on the solo parent's income

B. Death of the spouse qualifies a parent

C. Physical incapacity of the spouse qualifies a parent

D. Abandonment by the spouse qualifies a parent

In the context of parental leave for solo parents, the statement regarding eligibility being based solely on the solo parent's income is inaccurate. Parental leave provisions for solo parents typically consider various factors, not just income. To be classified as a solo parent eligible for benefits, specific situations such as the death, abandonment, or physical incapacity of the spouse are taken into account. These criteria recognize the challenges that solo parents face and aim to provide support irrespective of their financial circumstances. Thus, eligibility is not limited solely to the financial aspect, making the assertion that it is only based on income false. Understanding the circumstances that qualify a solo parent helps clarify why the other options are true: death, physical incapacity, and abandonment all qualify a parent for benefits because these situations significantly alter a parent's ability to care for their child independently, hence justifying their eligibility for additional support such as parental leave.

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9. If an employee does not meet the service requirement for special leave, what happens?

A. They are automatically granted leave anyway.

B. They can apply for leave under a different category.

C. They do not qualify for the special leave benefits.

D. They can appeal for special leave consideration.

The correct choice indicates that if an employee does not meet the service requirement for special leave, they do not qualify for the special leave benefits. This is a fundamental principle in employment law and statutory benefits, where eligibility criteria are established to ensure that benefits are awarded based on specific qualifications. Service requirements typically exist to ensure that special leave provisions are reserved for those who have made a certain commitment to their role or organization. Therefore, employees who do not meet the necessary duration or conditions of service cannot be considered for those specific benefits. This aligns with the purpose of special leave, which is to support employees who have been with the organization for a sufficient period and can demonstrate a need for such leave based on established criteria. The options suggesting that leave might be granted anyway or that employees could apply for leave under a different category do not accurately reflect the strict nature of eligibility for special leave. Similarly, the idea of appealing for special leave consideration may imply some discretionary power, which typically does not exist if the set service requirements have not been met.

10. For employees who are required to work on Sundays or holidays, how many days per year does it equate to?

A. 360

B. 395.7

C. 313

D. 261

To understand the correct answer, it's important to consider the total number of Sundays and holidays in a year. A standard year typically has 365 days. There are generally 52 Sundays in a year, which accounts for 52 workdays if Sundays are considered as such, but in addition to that, there are official holidays which vary based on jurisdiction. In many cases, there are approximately 10 to 12 recognized public holidays each year. When combining these, you can arrive at an approximate total. Adding the 52 Sundays and the estimated holidays can lead to a total that could be calculated to about 62 to 64 days, which are typically treated as non-working days under normal working conditions. However, in contexts recognizing the need for employees to work on these days, particularly in industries that require continuous operations or customer service, the number of working days may total to around 395.7. This aligns with considerations for additional calculations like average hours worked and adjustments made over time for working on non-standard days. This figure indicates a comprehensive view of total working days, including weekends and holidays that may need to be factored in for salary and regulation purposes. Thus, the correct response reflects the practice and regulatory consideration of working conditions specifically for employees

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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://chrastatutorymonetarybenefits.examzify.com

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

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