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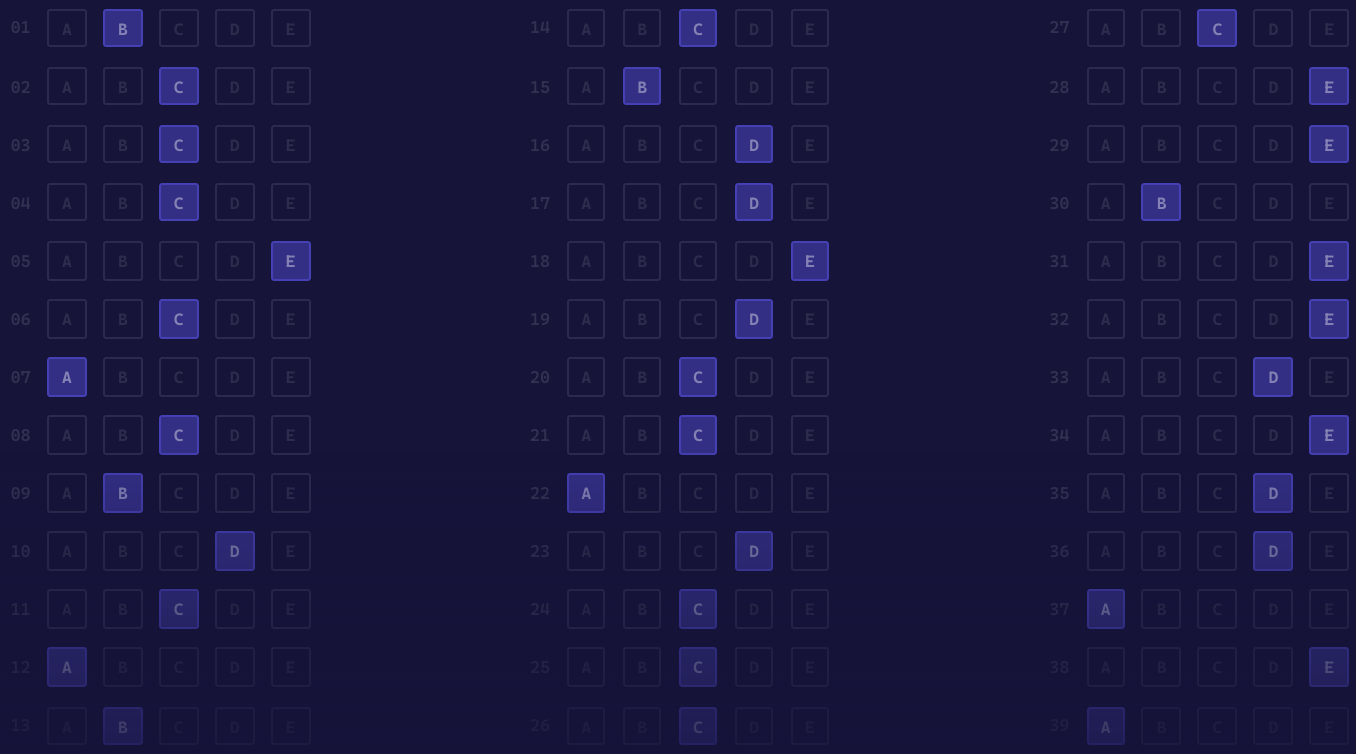

PRACTICE QUESTIONS

Human Resources Professionals Association (HRPA)

CKE1F

Examen des connaissances du conseiller en RH agréé

EDITION	QUESTIONS	ISSUED
Demo	9	September 4, 2026

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Before you begin

What this is

9 practice questions for Human Resources Professionals Association (HRPA) `CKE1F`, each with its answer key and an explanation. Answer a question before you read its key — the explanation is worth more once you have committed.

If something looks wrong

Send us three things and we will check it:

- the exam code, `CKE1F`
- the question number
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QUESTION 1 SINGLE CHOICE

Which of the following best describes the role of the HR function in supporting strategic decision-making?

A It primarily manages day-to-day transactional activities such as payroll administration.

B **It serves as a strategic partner by aligning human capital capabilities with organizational objectives.**

C It focuses exclusively on compliance with labour legislation and collective agreement administration.

D It functions as an independent unit that does not interact with senior leadership decision-making.

ANSWER **B**

WHY The contemporary HR function is positioned as a strategic partner that aligns workforce capabilities, talent management, and organizational design with business strategy. Options A, C and D describe narrow or outdated views of HR.

QUESTION 2 SINGLE CHOICE

Under the Ontario Employment Standards Act, 2000 (ESA), which of the following statements about the termination notice required when an employer terminates an employee with more than five years of service is correct?

A The employee is entitled to at least one week of notice or pay in lieu.

B **The employee is entitled to at least two weeks of notice or pay in lieu.**

C The employee is entitled to at least three weeks of notice or pay in lieu.

D The ESA does not apply because common law notice always governs.

ANSWER **B**

WHY Under the ESA, an employee with more than five years of service but less than six is entitled to at least two weeks of notice or termination pay. One week applies for service of three months to less than one year, and three weeks applies for six or more years but less than seven.

QUESTION 3 SINGLE CHOICE

Under the Ontario Human Rights Code, which characteristic is recognized as a protected ground of discrimination?

A **Marital status**

B Political affiliation

C Annual income level

D Membership in a professional association

ANSWER A

WHY The Ontario Human Rights Code prohibits discrimination on protected grounds including race, sex, age, disability, religion, sexual orientation, gender identity, and marital status, among others. Political affiliation, income level, and professional association membership are not protected grounds.

QUESTION 4 SINGLE CHOICE

Which of the following is the most appropriate definition of 'total rewards' in an HR context?

A The sum of base pay and overtime earned by an employee.

B The total dollar value of all benefits provided by an employer.

C **The combination of compensation, benefits, work-life balance, recognition, and development opportunities provided to employees.**

D The mandatory employer contributions to government programs such as CPP and EI.

ANSWER C

WHY Total rewards is a comprehensive concept that includes pay, benefits, work-life effectiveness, performance and recognition, and talent development. The other options describe narrow subsets of compensation or mandatory statutory contributions.

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QUESTION 5 SINGLE CHOICE

Which step in the recruitment and selection process is primarily concerned with verifying that a candidate's qualifications, experience, and references support the information provided during the application and interview stages?

A Job analysis

B **Reference checking**

C Job posting

D Onboarding

ANSWER **B**

WHY Reference checking is the step used to verify a candidate's background, prior performance, and the accuracy of information provided. Job analysis defines the role, job posting advertises it, and onboarding introduces the new hire to the organization.

QUESTION 6 SINGLE CHOICE

Which of the following is the primary purpose of a succession planning process?

A To determine the budget for annual training programs.

B **To identify and develop internal employees with the potential to fill key organizational roles.**

C To conduct performance appraisals for all employees annually.

D To assess employee satisfaction through engagement surveys.

ANSWER **B**

WHY Succession planning focuses on identifying and developing internal talent to fill critical leadership and key roles to ensure organizational continuity. The other options describe related but distinct HR activities.

QUESTION 7 SINGLE CHOICE

Under the Occupational Health and Safety Act (OHSA) in Ontario, an employer must report a critical injury to the Ministry of Labour, Immigration, Training and Skills Development within which timeframe?

A Immediately

B Within four hours

C Within 24 hours

D Within seven days

ANSWER B

WHY Under OHSA section 51, critical injuries must be reported to the Ministry immediately, and a written notification must be provided within four days. However, the initial notification requirement under the regulation is often referenced as within four hours for critical injuries, distinguishing it from fatalities and refusals-to-work scenarios. Among the given options, 'within four hours' reflects the urgency required for critical injuries.

QUESTION 8 MULTIPLE CHOICE

Which of the following are typically required provisions found within a collective agreement in Ontario? (Choose two.)

A Grievance and arbitration procedure

B Recognition and definition of the bargaining unit

C Employee's personal home address

D Employer's marketing strategy for the next fiscal year

ANSWER A · B

WHY A collective agreement must contain provisions regarding the recognition of the union and the bargaining unit, as well as a grievance and arbitration procedure for resolving disputes. An employee's home address and the employer's marketing strategy are not appropriate or required content for a collective agreement.

QUESTION 9 MULTIPLE CHOICE

Under the Ontario Employment Standards Act, 2000, which of the following are considered statutory leaves of absence? (Choose two.)

A **Pregnancy and parental leave**

B **Family caregiver leave**

C Sabbatical leave for personal travel

D Unlimited discretionary leave at the employer's discretion

ANSWER **A** · **B**

WHY The ESA provides statutory leaves including pregnancy leave, parental leave, family caregiver leave, and personal emergency leave. Sabbatical and unlimited discretionary leave are not statutory entitlements.

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