

Certified Human Resource Associate (CHRA) Set B Practice Test (Sample)

Study Guide



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Questions

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- 1. What is included in the agricultural employment sector?**
 - A. Only crop farming**
 - B. Only livestock raising**
 - C. Planting and animal husbandry**
 - D. Only forestry**
- 2. Which pair of body parts consists of the hand and the foot?**
 - A. Extremities**
 - B. Torso**
 - C. Head**
 - D. Cervical**
- 3. What occurs if an employee's monthly income exceeds the established limits when temporary total disability benefits are calculated?**
 - A. The employee is disqualified from benefits**
 - B. Benefits remain capped at the maximum level**
 - C. Payments are doubled**
 - D. Only a portion is deducted for benefits calculation**
- 4. What should be settled first in a bankruptcy situation: government claims or employee wages?**
 - A. Government claims**
 - B. Employee wages**
 - C. Creditors' claims**
 - D. Contractor payments**
- 5. What is one condition under which lawful deductions from an employee's salary can occur?**
 - A. When employee performance is poor**
 - B. When authorized by law**
 - C. Based on employer discretion**
 - D. Only during layoffs**

- 6. On a regular holiday, what is the minimum wage of an employee who worked that day?**
- A. 100% of their minimum wage**
 - B. 150% of their minimum wage**
 - C. 200% of their minimum wage**
 - D. None of the above**
- 7. Is the separation pay for termination due to disease the same as that for retrenchment?**
- A. True**
 - B. False**
 - C. Only if specified in the contract**
 - D. Depends on company policy**
- 8. Under which act is the service charge collected by establishments mandated to be distributed among all employees?**
- A. RA 11058**
 - B. RA 10741**
 - C. RA 10757**
 - D. RA 11360**
- 9. Which law addresses age discrimination in employment?**
- A. RA 11360**
 - B. RA 10911**
 - C. RA 11058**
 - D. RA 11210**
- 10. Which law is known as the Police Act of 1966?**
- A. RA 4864**
 - B. RA 1161**
 - C. RA 7675**
 - D. RA 610**

Answers

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

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Explanations

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1. What is included in the agricultural employment sector?

- A. Only crop farming**
- B. Only livestock raising**
- C. Planting and animal husbandry**
- D. Only forestry**

The agricultural employment sector encompasses a broad range of activities related to the cultivation of plants and the raising of animals for food, fiber, and other products. This includes both planting (which covers crop farming) and animal husbandry (which pertains to livestock raising). Choosing the option that includes both planting and animal husbandry accurately reflects the comprehensive nature of agricultural employment. This sector is not limited to single facets like just crop farming or livestock raising; it integrates various practices and disciplines that contribute to agriculture as a whole. The other options are too narrow and fail to recognize the entirety of activities included within the agricultural employment sector. By selecting the option that highlights both components, one demonstrates an understanding of agriculture as an interconnected system where plant and animal production coexist.

2. Which pair of body parts consists of the hand and the foot?

- A. Extremities**
- B. Torso**
- C. Head**
- D. Cervical**

The pair of body parts that consists of the hand and the foot is referred to as extremities. Extremities encompass both the upper and lower limbs of the body. Specifically, the upper extremities include the arms and hands, while the lower extremities include the legs and feet. This classification is important in anatomy and medical contexts for understanding the body's structure and function, as well as for diagnosing injuries or illnesses related to these areas. Other options such as torso, head, and cervical refer to different regions or structures of the body; the torso is the central part of the body, excluding the head and limbs; the head houses the brain and sensory organs; and the cervical region pertains to the neck area. Therefore, these do not include the hand and foot, highlighting the distinct definition of extremities as encompassing limbs.

3. What occurs if an employee's monthly income exceeds the established limits when temporary total disability benefits are calculated?

- A. The employee is disqualified from benefits**
- B. Benefits remain capped at the maximum level**
- C. Payments are doubled**
- D. Only a portion is deducted for benefits calculation**

If an employee's monthly income exceeds the established limits when temporary total disability benefits are calculated, the benefits remain capped at the maximum level. This means that there is a predefined ceiling on the amount of benefits that can be awarded, regardless of the employee's actual earnings. The rationale behind this is to ensure that the benefits align with the intent of providing support during a temporary disability while also maintaining a balance within the overall benefits system. This capping mechanism helps to prevent excessive payouts that could financially burden the program while ensuring that those who have lost income due to a disability still receive meaningful support. By setting a maximum limit, the system remains sustainable and equitable for all employees. In contrast, disqualifying an employee for exceeding the income limit would effectively strip them of all assistance, which is not the intended purpose of disability benefits. Doubling payments is not a standard practice as it would not align with the purpose of providing temporary financial relief. Similarly, calculating only a portion for benefits would often lead to confusion and inconsistency, deviating from standardized benefit structures that are crucial for equitable administration of disability claims.

4. What should be settled first in a bankruptcy situation: government claims or employee wages?

- A. Government claims**
- B. Employee wages**
- C. Creditors' claims**
- D. Contractor payments**

In a bankruptcy situation, employee wages are considered a priority over government claims. This prioritization is grounded in the recognition of the employee's contribution to the organization and the need to ensure their livelihood, particularly in difficult financial situations. Employees often depend on their wages for basic living expenses, and thus the law generally provides them protection in these circumstances. Furthermore, under bankruptcy law, wages that are owed to employees typically fall within a specific priority class, often ranking above many types of unsecured debts, including general claims made by government entities. This emphasis on protecting employee wages highlights the importance of a stable workforce and maintaining morale, even in times of financial distress. While government claims are indeed important and need to be eventually settled, the legal framework tends to prioritize employee wages to ensure that workers receive compensation first, enabling them to manage their financial obligations, thereby stabilizing their personal economic situations.

5. What is one condition under which lawful deductions from an employee's salary can occur?

- A. When employee performance is poor**
- B. When authorized by law**
- C. Based on employer discretion**
- D. Only during layoffs**

Lawful deductions from an employee's salary can occur when they are authorized by law. This means that specific deductions are dictated by legal requirements, such as federal or state taxes, Social Security contributions, unemployment insurance, or court-ordered garnishments. Laws exist to protect employees by regulating what can be deducted and ensuring that any such deductions are appropriate and justifiable under the law. The other choices do not provide lawful grounds for salary deductions. Poor employee performance may lead to disciplinary actions but does not equate to lawful deductions from wages. Employer discretion suggests a lack of legal basis for deductions, which can lead to potential violations of labor laws. Lastly, deductions during layoffs are not universally permissible and depend on specific contractual agreements or regulations, making this option insufficient on its own.

6. On a regular holiday, what is the minimum wage of an employee who worked that day?

- A. 100% of their minimum wage**
- B. 150% of their minimum wage**
- C. 200% of their minimum wage**
- D. None of the above**

When an employee works on a regular holiday, labor laws typically stipulate that they are entitled to receive a compensation rate that acknowledges the significance of the day. In many jurisdictions, including various labor codes, the minimum wage for a regular holiday workday is often set at 200% of their basic wage. This means that the employee earns double their standard pay rate for the hours worked on that day. This policy is designed to incentivize employers to provide fair compensation for work conducted during holidays, recognizing that such days are traditionally meant for rest and celebration. Thus, when an employee opts to work on a regular holiday, the higher rate of pay serves not only as compensation for their labor but also as a reward for their commitment to working during a time that many others may take off. While some other options might suggest various rates of pay for holiday work, they do not reflect the typical legal requirements for compensating employees on regular holidays. Understanding this rate of compensation is crucial for HR professionals when managing payroll and ensuring compliance with labor laws.

7. Is the separation pay for termination due to disease the same as that for retrenchment?

A. True

B. False

C. Only if specified in the contract

D. Depends on company policy

The statement that the separation pay for termination due to disease is the same as that for retrenchment is not universally accurate. Termination due to disease typically pertains to an employee's inability to continue working due to health issues, while retrenchment is a cost-cutting measure where an employer reduces the workforce. These two situations often have different legal implications and potential benefits for the employee. In many jurisdictions, different laws may apply for separation pay regarding illness compared to layoffs or retrenchment. For instance, severance pay might be influenced by factors like the length of service, reason for separation, or the terms outlined in the employment contract. Severance benefits can vary: they might be higher for retrenchments to assist employees who are losing their jobs due to cost-cutting measures, while those laid off due to illness may be subject to different rules, emphasizing health-related benefits or protections. Without specific legal or contractual terms addressing these scenarios, it's important to recognize that separation pay calculations can differ significantly based on the nature of the termination. The correct understanding would be that separation pay may vary according to the context of termination.

8. Under which act is the service charge collected by establishments mandated to be distributed among all employees?

A. RA 11058

B. RA 10741

C. RA 10757

D. RA 11360

The correct answer pertains to the provisions of RA 11360, which explicitly mandates the distribution of service charges among employees in establishments that collect such charges. This law aims to ensure that all employees, not just those directly involved in customer service, benefit from the service charges received. The rationale behind this legislation is to promote fairness and equity in wage distribution, acknowledging the collective contribution of all staff members to the establishment's service quality. In contrast, the other acts listed do not contain specific provisions regarding the mandatory distribution of service charges among employees. Each of those laws focuses on different aspects of labor and employment regulations, but RA 11360 distinctly addresses the issue of service charge distribution, making it the relevant legal framework for this situation.

9. Which law addresses age discrimination in employment?

- A. RA 11360
- B. RA 10911**
- C. RA 11058
- D. RA 11210

The law that addresses age discrimination in employment is RA 10911, also known as the "Anti-Age Discrimination in Employment Act." This legislation specifically prohibits employment discrimination on the basis of age, aiming to promote equal opportunities for all employees and job applicants regardless of their age. The Act acknowledges the importance of ensuring that individuals are not unfairly denied employment opportunities or subjected to unfavorable treatment because of their age. It mandates employers to provide a fair and equitable work environment, encouraging the hiring, retention, and promotion of older workers, while also protecting them from biases that may arise in the hiring process. The other laws listed do not directly address age discrimination in employment. They cover different areas, such as health and safety, social security, or other employment-related matters, but they do not specifically provide protections against age-based discrimination in the workplace.

10. Which law is known as the Police Act of 1966?

- A. RA 4864
- B. RA 1161
- C. RA 7675
- D. RA 610**

The Police Act of 1966 is officially recognized as Republic Act No. 4864. This law was enacted to regulate and standardize the organization of the police force in the Philippines and to provide for the necessary measures to ensure that the police system functions effectively and efficiently. The significance of the Police Act lies in its comprehensive approach to defining the roles, responsibilities, and governance of police forces throughout the country. It aimed to improve law enforcement capabilities and maintain public order, reflecting the need for a structured and accountable policing system. The confusion with other laws may stem from their titles or dates, but it is crucial to associate RA 4864 specifically with the framework of policing established during that time. Understanding the correct law helps in recognizing the historical and legal context of police work in the Philippines.