

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

Study Guide



Everything you need from our exam experts!

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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.

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!

Questions

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- 1. Which act aims to protect the rights of seafarers?**
 - A. RA 6657**
 - B. PESO Act of 1999**
 - C. RA 10706**
 - D. PD 27**

- 2. What is the minimum punishment for violations under Article 279?**
 - A. One month of imprisonment**
 - B. Three months of imprisonment**
 - C. Six months of imprisonment**
 - D. One year of imprisonment**

- 3. What protection do night workers have regarding their employment status?**
 - A. They can be easily dismissed**
 - B. They are protected from dismissal for health-related issues**
 - C. They have no special rights**
 - D. They can negotiate a higher salary**

- 4. What penalty is enforced for foreign violators under the law?**
 - A. Fines and imprisonment**
 - B. Community service requirements**
 - C. Deportation and a permanent bar from re-entering**
 - D. Incarceration**

- 5. What is the condition if the penalized individual is an alien?**
 - A. Deportation without further proceedings**
 - B. Automatic revocation of status**
 - C. Immediate release**
 - D. Unlimited appeal rights**

6. What is the entitlement duration for Social Security contributions after an employee ends their employment, based on provided service length?

- A. Three months**
- B. Six months**
- C. One year**
- D. Lifetime coverage**

7. What is not a requirement for maintaining the safety and health of women employees?

- A. Separate restrooms**
- B. Nursing facilities**
- C. Provision of meal services**
- D. Dressing rooms**

8. What constitutes a prohibited act against the employment of women?

- A. Promoting a woman based on performance**
- B. Denying a woman employee her benefits**
- C. Providing maternity leave**
- D. Hiring women for manual labor**

9. What is the primary function of the Direct Developmental Loan Program for Pambansang Pabahay Para sa Pilipino?

- A. To fund luxury housing projects**
- B. To encourage affordable housing financing**
- C. To eliminate homelessness**
- D. To invest in commercial properties**

10. What organization is established to look after the rights of Filipino workers abroad?

- A. Overseas Workers Welfare Administration**
- B. Overseas Employment Development Board**
- C. Department of Labor and Employment**
- D. National Labor Relations Commission**

Answers

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

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Explanations

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1. Which act aims to protect the rights of seafarers?

- A. RA 6657**
- B. PESO Act of 1999**
- C. RA 10706**
- D. PD 27**

The act that aims to protect the rights of seafarers is RA 10706. This legislation specifically focuses on enhancing the welfare and protection of individuals who work at sea. It establishes guidelines for the rights of seafarers, ensuring they receive appropriate compensation, access to health care, and other essential benefits. The law was formulated to address the unique challenges and risks associated with maritime work, acknowledging the vital role that seafarers play in international trade and the economy. This act is particularly important given the global nature of seafaring employment and the various international conventions that influence maritime labor standards. By safeguarding the rights of seafarers, RA 10706 contributes to improving working conditions, promoting fair treatment, and ensuring that seafarers can perform their duties with dignity and respect. In contrast, the other acts mentioned do not specifically target seafarers' rights. For example, RA 6657 relates to agrarian reform, the PESO Act of 1999 focuses on employment and the establishment of public employment service offices, while PD 27 pertains to land reform in agriculture. Thus, these laws, while important in their own right, do not address the particular needs and rights of seafarers as directly as RA 10706.

2. What is the minimum punishment for violations under Article 279?

- A. One month of imprisonment**
- B. Three months of imprisonment**
- C. Six months of imprisonment**
- D. One year of imprisonment**

The minimum punishment for violations under Article 279 is three months of imprisonment. This reflects the seriousness of the offenses covered by this article, which typically involve specific legal standards that necessitate a significant penalty to uphold compliance and deter future violations. This penalty is designed to reinforce the importance of adherence to established regulations and laws associated with Article 279, which may involve issues such as employee rights, safety regulations, or regulatory compliance. The duration of three months serves to convey that violations carry considerable consequences, aimed at fostering a culture of accountability and legal adherence within the workplace or relevant context. The legislature often establishes minimum penalties, such as this one, to ensure that violations are taken seriously and that offenders recognize the need to comply with the law.

3. What protection do night workers have regarding their employment status?

- A. They can be easily dismissed
- B. They are protected from dismissal for health-related issues**
- C. They have no special rights
- D. They can negotiate a higher salary

The correct choice emphasizes that night workers have specific protections related to their health which can impact their employment status. In many jurisdictions, employees who work irregular or night shifts may experience various health issues due to the demands of their work schedules. As a result, labor laws often provide these workers protections from dismissal, particularly if their health conditions are exacerbated by their night work. The rationale is that employers must consider the health implications on employees working at night and cannot terminate them solely for such health-related concerns. This protection helps ensure that night workers have a fair chance to address their health issues without the fear of losing their job, thus encouraging a focus on employee welfare and safety. In contrast, other options suggest that night workers have less protection or different rights, which do not accurately reflect the legal safeguards that are often in place for these workers. For instance, indicating that they can be easily dismissed undermines the protective laws designed to support their health and well-being. Similarly, stating that they have no special rights ignores the specific considerations and protections that exist for night workers regarding health-related employment status.

4. What penalty is enforced for foreign violators under the law?

- A. Fines and imprisonment
- B. Community service requirements
- C. Deportation and a permanent bar from re-entering**
- D. Incarceration

The enforcement of a penalty for foreign violators under the law includes deportation and a permanent bar from re-entering the country. This is particularly significant for immigration and labor laws, where non-compliance can lead to the individual being removed from the country. The policy aims to deter illegal activities, thereby promoting compliance with legal standards. Deportation serves as a strong deterrent by ensuring that violators face severe consequences, reinforcing the importance of adhering to the legal frameworks established by the country. Additionally, a permanent bar from re-entering further emphasizes the seriousness of the violation, ensuring that individuals who have breached the law face lasting repercussions that prevent them from returning. The other options involve penalties that may apply in different contexts or to domestic violators rather than specifically addressing the consequences for foreign violators. Community service and incarceration may be relevant under certain conditions, but they do not align as directly with the specific legal provisions aimed at foreign nationals who violate immigration or labor laws.

5. What is the condition if the penalized individual is an alien?

- A. Deportation without further proceedings**
- B. Automatic revocation of status**
- C. Immediate release**
- D. Unlimited appeal rights**

The condition in which an alien faces penalties for violations related to immigration laws typically results in deportation without further proceedings. This reflects the legal framework that governs immigration enforcement, where specific actions taken by an alien—such as committing a crime or violating visa conditions—can lead to automatic deportation. When deportation occurs without further proceedings, it means that the individual is removed from the country without a lengthy legal process. This situation is usually classified under violations that are so severe that the government does not provide a chance for the individual to contest the deportation in court. This swift action is intended to maintain the integrity of the immigration system and address issues of public safety or compliance with immigration regulations. In contrast, other options involve scenarios that would not typically apply to serious violations by an alien. For instance, automatic revocation of status does not serve as a standalone condition and often requires additional legal actions. Immediate release does not apply in situations where there is a compelling reason to detain an individual. Unlimited appeal rights are generally not granted in cases leading to deportation without proceedings, indicating that the justice system prioritizes efficient processing under these circumstances.

6. What is the entitlement duration for Social Security contributions after an employee ends their employment, based on provided service length?

- A. Three months**
- B. Six months**
- C. One year**
- D. Lifetime coverage**

The correct entitlement duration for Social Security contributions after an employee ends their employment is based on the principle that social security benefits are tied to the worker's earnings over their entire career rather than the specific duration following employment. In this context, the entitlement duration typically allows for a brief period after termination to claim contributions. Three months is a common duration during which former employees can still access certain benefits and contributions. This timeframe is established to ensure that employees take the necessary steps to secure their benefits without an extended gap following their employment. In the case of six months, one year, or lifetime coverage, these options exceed the standard practice and do not reflect the typical policies generally seen regarding Social Security contributions. Social Security is designed to provide benefits based on lifetime earnings, but immediate coverage following termination is generally limited to a shorter time frame—hence, three months is recognized as the standard period before contributions lapse.

7. What is not a requirement for maintaining the safety and health of women employees?

- A. Separate restrooms**
- B. Nursing facilities**
- C. Provision of meal services**
- D. Dressing rooms**

The requirement for maintaining the safety and health of women employees typically centers on creating a supportive and secure environment that accommodates their specific needs. While separate restrooms, nursing facilities, and dressing rooms are all essential components that promote privacy and hygiene for women in the workplace, the provision of meal services is not specifically related to the health and safety requirements for women employees. Meal services may contribute to a positive workplace culture and general well-being, but they do not directly address the unique health and safety concerns that women might face in the workplace setting. Therefore, while meal services can be beneficial, they are not a mandated requirement for ensuring the safety and health of female employees. This distinction highlights that the focus on women's health and safety is primarily on aspects that directly affect their privacy and dignity in the workspace.

8. What constitutes a prohibited act against the employment of women?

- A. Promoting a woman based on performance**
- B. Denying a woman employee her benefits**
- C. Providing maternity leave**
- D. Hiring women for manual labor**

Denying a woman employee her benefits is a clear violation of equitable treatment in the workplace and constitutes a prohibited act against her employment. This is rooted in principles of gender equality and non-discrimination, as each employee should have access to the benefits outlined in their employment contract or company policy, irrespective of their gender. Such actions undermine the rights of women in the workforce and can lead to legal repercussions for the employer. Promoting a woman based on performance is a positive practice that supports meritocracy and equality in career advancement. Providing maternity leave is a necessary provision that recognizes the biological realities of childbirth and supports women in balancing work and family responsibilities. Hiring women for manual labor demonstrates inclusivity and the breaking down of traditional gender roles, which is increasingly recognized as a fundamental aspect of a fair employment practice.

9. What is the primary function of the Direct Developmental Loan Program for Pambansang Pabahay Para sa Pilipino?

- A. To fund luxury housing projects**
- B. To encourage affordable housing financing**
- C. To eliminate homelessness**
- D. To invest in commercial properties**

The primary function of the Direct Developmental Loan Program for Pambansang Pabahay Para sa Pilipino is to encourage affordable housing financing. This program is designed to provide accessible funding that specifically targets the construction and development of affordable housing options for the Filipino population. By promoting affordable financing solutions, the program aims to address housing needs and help lower-income families achieve homeownership or secure quality housing at sustainable prices. In this context, luxury housing projects, commercial properties, or the elimination of homelessness do not align with the core mission of the program, which is focused on ensuring that housing is affordable and accessible for a broader segment of society. The emphasis on financing affordable housing directly supports the overarching goal of improving living conditions for families who struggle to secure suitable accommodation.

10. What organization is established to look after the rights of Filipino workers abroad?

- A. Overseas Workers Welfare Administration**
- B. Overseas Employment Development Board**
- C. Department of Labor and Employment**
- D. National Labor Relations Commission**

The Overseas Workers Welfare Administration (OWWA) is the organization specifically established to look after the rights and welfare of Filipino workers abroad. Its primary mission is to ensure the well-being of Overseas Filipino Workers (OFWs) by providing them with various services, including assistance programs, welfare services, and education. This organization plays a vital role in advocating for the rights of workers by helping to address issues they might face while working in foreign countries, such as mistreatment, contractual disputes, and ensuring their access to necessary services. OWWA also offers support for immediate family members of OFWs, ensuring they receive benefits and services even when their loved ones are away. While the Department of Labor and Employment (DOLE) oversees labor policies and regulations domestically, it is the OWWA that concentrates on migrant workers' needs internationally. The National Labor Relations Commission deals more with labor disputes within the local context, rather than specifically focusing on workers abroad. The Overseas Employment Development Board (OEDB) previously had roles akin to the OWWA before its functions were absorbed, but it is not the primary organization responsible for today's overseas Filipino worker services. Hence, OWWA stands out as the correct answer for ensuring the rights of Filipino workers abroad.

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://chrasetb.examzify.com>

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

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