

CHRA – STATUTORY MONETARY BENEFITS PRACTICE TEST (SAMPLE)

STUDY GUIDE



**SAMPLE STUDY GUIDE
WITH LIMITED QUESTIONS**

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THE FULL VERSION STUDY GUIDE**

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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 bureau is responsible for formulating labor standards related to occupational safety?**
 - A. Bureau of Labor Statistics
 - B. Bureau of Working Conditions
 - C. Bureau of Employment Affairs
 - D. Bureau of Wage and Hour Compliance
- 2. What is referred to as the payment of regular daily wages for unworked regular holidays?**
 - A. Holiday pay
 - B. Wage adjustment
 - C. Supplemental pay
 - D. Premium pay
- 3. Which of the following is NOT a service provided under rehabilitation?**
 - A. Financial investment counseling
 - B. Medical-surgical management
 - C. Skills training
 - D. Job referral
- 4. 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%
- 5. How is the EI benefit amount calculated?**
 - A. Flat rate for all applicants
 - B. Percentage of average insurable earnings over the highest-earning weeks
 - C. Fixed amount based on family status
 - D. According to geographical location

- 6. What is the range of fines for refusing to pay wage adjustments under RA 6727?**
- A. 10,000 to 50,000 Pesos
 - B. 20,000 to 100,000 Pesos
 - C. 15,000 to 75,000 Pesos
 - D. 30,000 to 150,000 Pesos
- 7. Which type of leave is mandated by human rights legislation for grieving employees?**
- A. If an employee is sick
 - B. Bereavement leave
 - C. If an employee is on vacation
 - D. If an employee is moving
- 8. What is the interest rate for the Pag-IBIG Calamity Loan?**
- A. 3% per annum
 - B. 5.95% per annum
 - C. 6.5% per annum
 - D. 7.5% per annum
- 9. What happens when a regular holiday lands on a Sunday?**
- A. The following Monday is automatically a holiday.
 - B. The following Monday is a holiday only for certain professions.
 - C. The following Monday is not a holiday unless it is proclaimed as a special day.
 - D. The following Monday becomes a half-day holiday.
- 10. What is the main function of provincial employment standards acts?**
- A. To govern corporate benefits packages
 - B. To govern labor practices including minimum wage and hours of work
 - C. To establish pension plans for employees
 - D. To regulate taxation policies

Answers

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

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Explanations

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1. Which bureau is responsible for formulating labor standards related to occupational safety?

- A. Bureau of Labor Statistics
- B. Bureau of Working Conditions**
- C. Bureau of Employment Affairs
- D. Bureau of Wage and Hour Compliance

The Bureau of Working Conditions is responsible for formulating labor standards specifically related to occupational safety. This bureau focuses on setting regulations and standards that help ensure safe working environments across various industries. It plays a crucial role in developing guidelines for safety practices, monitoring compliance, and addressing concerns related to worker health and safety. Other bureaus have distinct functions that do not primarily focus on occupational safety. For example, the Bureau of Labor Statistics primarily gathers and analyzes data on employment, wages, and economic conditions but does not formulate safety standards. The Bureau of Employment Affairs deals with employment policies and issues rather than directly addressing safety conditions. Similarly, the Bureau of Wage and Hour Compliance is focused on enforcing laws concerning minimum wage and overtime pay, which, while important, does not encompass the broader scope of occupational safety.

2. What is referred to as the payment of regular daily wages for unworked regular holidays?

- A. Holiday pay**
- B. Wage adjustment
- C. Supplemental pay
- D. Premium pay

The correct response refers to holiday pay, which specifically denotes the compensation an employee receives for regular holidays on which they do not work. This payment is typically equivalent to the employee's regular daily wage and is mandated by labor laws in many jurisdictions. It ensures that employees are not financially disadvantaged for days when they are entitled to observe a holiday, reflecting the importance placed on rest and holiday time in the workforce. Understanding this concept is essential as it helps to uphold the employees' rights and assure them a level of financial security even when they are not working due to holidays. Wage adjustment would involve changes to pay rates based on hours worked or variations in pay standards rather than direct compensation for holidays. Supplemental pay often refers to additional pay for work done beyond standard hours, while premium pay specifically pertains to extra compensation for working during unsociable hours or on holidays when employees are required to work, rather than simply being paid for time off.

3. Which of the following is NOT a service provided under rehabilitation?

- A. Financial investment counseling
- B. Medical-surgical management
- C. Skills training
- D. Job referral

Financial investment counseling is not typically considered a service provided under rehabilitation programs. Rehabilitation services are designed primarily to assist individuals in recovering and gaining skills needed for employment or improved functioning in daily life after experiencing a disability or health issue. These services focus on areas such as medical treatments, skills training, and job placement assistance that directly correlate with enhancing an individual's ability to work or adapt to their situation. Medical-surgical management refers to the health-related care that is essential for recovery and is a fundamental part of many rehabilitation programs. Skills training equips individuals with the necessary competencies to perform tasks and can be crucial for those re-entering the workforce. Job referral services assist individuals in finding appropriate employment opportunities, which is a core objective of rehabilitation efforts. Therefore, while financial investment counseling may be valuable in broader contexts, it does not fall within the primary scope of services aimed at rehabilitation.

4. 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.

5. How is the EI benefit amount calculated?

- A. Flat rate for all applicants
- B. Percentage of average insurable earnings over the highest-earning weeks**
- C. Fixed amount based on family status
- D. According to geographical location

The calculation of Employment Insurance (EI) benefit amounts is based on a percentage of an applicant's average insurable earnings, specifically considering their highest-earning weeks. This method acknowledges that individuals have varying income levels and ensures that the benefits are proportionate to their previous earnings, providing a more equitable support system. By using the highest-earning weeks, the EI program can account for fluctuations in income that may occur due to part-time work or seasonal employment. This approach helps to differentiate between those who have consistently high earnings and those with lower income levels, thereby tailoring the benefit amount to better reflect individual financial situations prior to claiming EI. In contrast, a flat rate for all applicants would not accurately represent the diverse circumstances of individuals and could lead to financial strain for those who earned more before becoming unemployed. Similarly, a fixed amount based on family status doesn't consider the variable income levels among individuals inside the same familial structure, and calculations based solely on geographical location would ignore the key factor of personal income history that impacts an individual's need for financial support.

6. What is the range of fines for refusing to pay wage adjustments under RA 6727?

- A. 10,000 to 50,000 Pesos
- B. 20,000 to 100,000 Pesos**
- C. 15,000 to 75,000 Pesos
- D. 30,000 to 150,000 Pesos

The range of fines for refusing to pay wage adjustments under Republic Act No. 6727 is indeed set between 20,000 to 100,000 Pesos. This legislation was enacted to address the issue of wage increases mandated by law, ensuring that workers receive fair compensation that keeps pace with inflation and the cost of living. The specified fine serves as a penalty for employers who do not comply with these statutory wage hikes, emphasizing the importance of adhering to labor laws and protecting workers' rights. This particular fine range also reflects the government's intention to deter violations by imposing substantial penalties on employers who neglect their legal obligations. The fines are designed to reinforce compliance and promote a fair labor market, thus safeguarding employee welfare in the face of economic challenges.

7. Which type of leave is mandated by human rights legislation for grieving employees?

- A. If an employee is sick
- B. Bereavement leave**
- C. If an employee is on vacation
- D. If an employee is moving

Bereavement leave is specifically designed to allow employees time off to grieve following the death of a loved one. Human rights legislation recognizes the significance of supporting employees during such difficult times, as the emotional and psychological impact of loss can significantly affect an individual's well-being and ability to perform their job. Granting bereavement leave not only provides employees with the necessary time to mourn but also fosters a compassionate workplace culture. The other choices do not relate to human rights legislation concerning grief. Sick leave is for health-related issues, vacation leave is for employees to take time off for personal reasons, and moving leave pertains to relocation activities. None of these options address the specific need for time off to cope with the loss of a loved one, which is uniquely covered under bereavement leave.

8. What is the interest rate for the Pag-IBIG Calamity Loan?

- A. 3% per annum
- B. 5.95% per annum**
- C. 6.5% per annum
- D. 7.5% per annum

The interest rate for the Pag-IBIG Calamity Loan is set at 5.95% per annum. This rate is designed to provide an affordable option for members who are affected by calamities or emergencies, allowing them to access financial support with manageable repayment terms. The choice of 5.95% reflects the organization's commitment to helping its members in times of need while ensuring that the loan remains accessible and easy to repay. This comparatively lower interest rate is aligned with Pag-IBIG's goal of promoting savings and providing financial assistance.

9. What happens when a regular holiday lands on a Sunday?

- A. The following Monday is automatically a holiday.
- B. The following Monday is a holiday only for certain professions.
- C. The following Monday is not a holiday unless it is proclaimed as a special day.**
- D. The following Monday becomes a half-day holiday.

When a regular holiday falls on a Sunday, the following Monday is not automatically considered a holiday. This is consistent with labor laws which state that a holiday can only be recognized if it has been officially proclaimed. In this context, unless there is a specific proclamation or decree declaring the Monday after a Sunday holiday as a special holiday, it does not qualify as a holiday. In many regions, if the holiday is a recognized regular holiday and it happens to fall on a Sunday, that does not inherently grant a holiday status to the following Monday. Instead, it leaves room for local authorities or the government to issue a separate proclamation if they choose to recognize that day as a holiday, which is not always the case. Understanding this concept is essential, particularly in terms of statutory benefits and how they are applied depending on holiday status, which can vary significantly based on local regulations or business practices.

10. What is the main function of provincial employment standards acts?

- A. To govern corporate benefits packages
- B. To govern labor practices including minimum wage and hours of work**
- C. To establish pension plans for employees
- D. To regulate taxation policies

The main function of provincial employment standards acts is to govern labor practices that directly affect employees in the workplace. This includes setting minimum wage levels, regulating hours of work, ensuring vacation and holiday entitlements, and addressing overtime pay. These acts are designed to protect the rights of workers and ensure fair treatment in various employment situations. They establish baseline standards that employers must adhere to, providing a framework for both employees and employers regarding their rights and responsibilities. The focus on labor practices is essential for creating a fair working environment, promoting economic stability, and safeguarding employees from exploitation. This regulatory framework contributes to a more equitable workforce by addressing fundamental aspects that impact workers' daily lives.

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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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