



Exam Name - Certified Human Resource Manager (CHRM)[®]

Exam Code - CHRM-001

Sample Exam

(Question 1): In order to make the decision clear, the issue should be narrowed down to a single question of what type?

- (A): Open
- (B): Interrogatory
- (C): Closed

(Correct): C

(Question 2): Why might the peer review process fail?

- (A): Changes recommended by panel not implemented
- (B): Panel or facilitator is seen as biased
- (C): No buy-in from management or staff
- (D): Panel is not seen as valid/useful
- (E): Any of the above

(Correct): E



(Question 3): How big is a typical peer review panel?

- (A): Five people
- (B): Ten people
- (C): Twenty people
- (D): It can be any numbers

(Correct): A

(Question 4): Which of the following would not be appropriate criteria for a panel member?

- (A): Not under any current disciplinary action
- (B): Full-time employee
- (C): Completed the probationary period
- (D): With the company for five years or more

(Correct): D

(Question 5): What is the first step of the peer review hearing?

- (A): Facilitator introduction
- (B): Evidence display
- (C): Witness statements
- (D): Evidence mapping

(Correct): A



(Question 6): Which of these items is not a method of probing?

- (A): Closed question
- (B): Summarizing question
- (C): Pause
- (D): Paraphrasing

(Correct): A

(Question 7): How big should the body of potential panel members be?

- (A): Panel plus one
- (B): Panel plus ten
- (C): Double the size of the panel
- (D): It can be any numbers

(Correct): C

(Question 8): Peer review supports _____ problem-solving.

- (A): Collaborative
- (B): Top-down
- (C): Unilateral

(Correct): A



(Question 9): Which of the following is an important characteristic of a peer review process?

- (A): Fair
- (B): Unbiased
- (C): Structured
- (D): All of the above

(Correct): D