

National Professional Practice Assessment (NPPA)  
Aggregate Results for Ontario  
May 2010 Sitting

HRPA Office of the Registrar  
July 7, 2010





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## Scoring the NPPA

There are two aspects to scoring the NPPA: (1) setting the standard (cut-score), and (2) scoring the exam.

### Setting the standard

The October 2009 administration of the exams saw the introduction of the use of Angoff panels to set the cut-score on the exam. An Angoff panel is a method which makes use of the combined judgment of panel members to establish the probability that a candidate at the threshold of competence would be able to answer the question correctly.

For licensure and certification, the standard is absolute and not relative. Exam-writers do not compete against each other; there are no pass or fail quota--if a particular group of exam-writers is strong, more exam-writers would pass the exam, if a particular group of exam-writers was weak, fewer exam-writers would pass the exam. The cut-score should represent the same level of proficiency and competence regardless of the group tested

The table below gives an example of what Angoff panel data looks like and how the cut-score is arrived at. The data in the table are fictitious. The Angoff index for a given item refers to the average probability of answering the item correctly as averaged across panel. Summing the Angoff indices for all the questions included in the scoring of the test gives the proposed cut-score for the whole test

	Angoff Panel Judge					Across Judges	
	1	2	3	4	5	Average	Standard Deviation
<b>Question 1</b>	.75	.75	.80	.65	.70	<b>0.73</b>	<b>.057</b>
<b>Question 2</b>	.65	.70	.75	.65	.80	<b>0.71</b>	<b>.065</b>
<b>Question 3</b>	.70	.65	.60	.65	.65	<b>0.65</b>	<b>.035</b>
<b>Question 4</b>	.65	.75	.65	.70	.60	<b>0.67</b>	<b>.057</b>
<b>Question 5</b>	.55	.50	.45	.65	.55	<b>0.54</b>	<b>.074</b>
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<b>Question 146</b>	.80	.80	.80	.70	.60	<b>0.74</b>	<b>.089</b>
<b>Question 147</b>	.80	.75	.70	.55	.65	<b>0.69</b>	<b>.096</b>
<b>Question 148</b>	.55	.60	.65	.65	.45	<b>0.58</b>	<b>.084</b>
<b>Question 149</b>	.65	.65	.70	.75	.65	<b>0.68</b>	<b>.045</b>
<b>Question 150</b>	.65	.70	.65	.65	.55	<b>0.64</b>	<b>.055</b>
<b>Passing score</b>	<b>101.25</b>	<b>102.75</b>	<b>101.25</b>	<b>99</b>	<b>93</b>	<b>99.45</b>	<b>3.846</b>

Because the cut-score for the test is derived by adding the probabilities for each question, the cut-score will vary depending on the particular set of items that make up the test. Each version of the NPPA will

have its own cut-score. An exam that is made up of somewhat more difficult questions will have a somewhat lower cut-score; an exam that is made up of somewhat easier questions will have a somewhat higher cut-score. The cut-score for an exam is established before the exam is administered or scored. These Angoff panels are convened before each exam.

### **Scoring the exam**

The NPPA is scored using a multi-step process. An initial scoring of the exam, based on all administered items, is used to identify flawed or non-performing items. These flawed or non-performing items are discarded. The final scoring of the exam re-calculates scores and the cut-score based on the retained items.

### **Post-exam review**

Although all test items are carefully written and selected, it happens that some test items do not perform as expected. In an initial scoring of the exam, potentially flawed items are identified based on statistical criteria. These items are reviewed and some may be discarded.

The statistics calculated for each item include difficulty and discrimination indices for each option. In addition, difficulty indices are calculated for candidates at varying levels of overall exam performance, as well as for each linguistic version of the exam. The pattern of responses across incorrect options ('distractors') is also examined.

All statistically flagged items are re-reviewed by the IBE in view of making a final decision as to the inclusion of the item. There are various reasons why items may fail to perform as expected: items that inadvertently have no correct answer or more than one correct answer, items that are not at the appropriate level, or are ambiguous in some other way. Sometimes, items are found to be mis-keyed, in such cases the item is re-keyed and the item statistics re-calculated.

### **Final scoring**

All items that the IBE identify as flawed are deleted from the final scoring. In a final scoring of the exam, the scores are recalculated omitting the discarded items. The Angoff indices for the deleted items are also discarded.

### **Rounding**

The individual scores and the cut-score are reported in terms of percentages. Final scores at or above the final cut-score are 'passes'; final scores below the final cut-score are 'fails.' Converting to percentages introduces decimals and rounding. It is important to avoid the situation in which two candidates with the same rounded percentage score one would pass while the other would fail the exam. Therefore, if two raw scores equal the same rounded percentage cut score, the lower of the two raw scores is used as the cut-score.

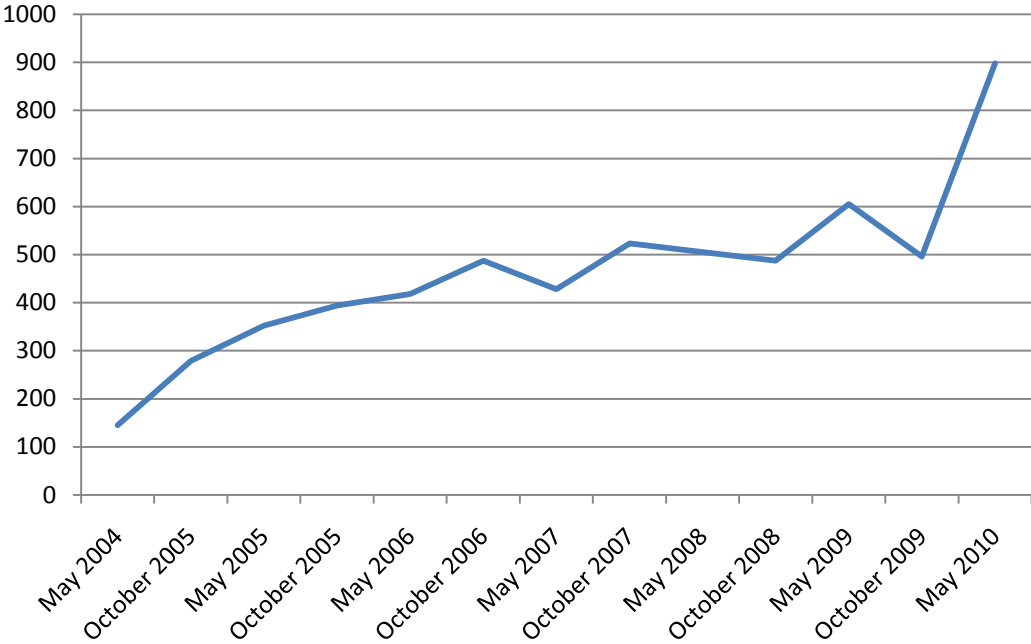
## NPPA Exam Numbers May 2010

	<b>NPPA</b>
Exam Registrants	922
Disqualifications	0
Withdrawal	7
Deferrals	0
Transfer to validation of experience process	11
Members authorized to write	904
Medical and personal emergencies	0
No shows	
	898

Writing – outside of province	8
Writing – outside of country	3
Disability accommodations	6
Religious accommodations	7

Late transcript applications	0
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# Number of NPPA Exam-writers

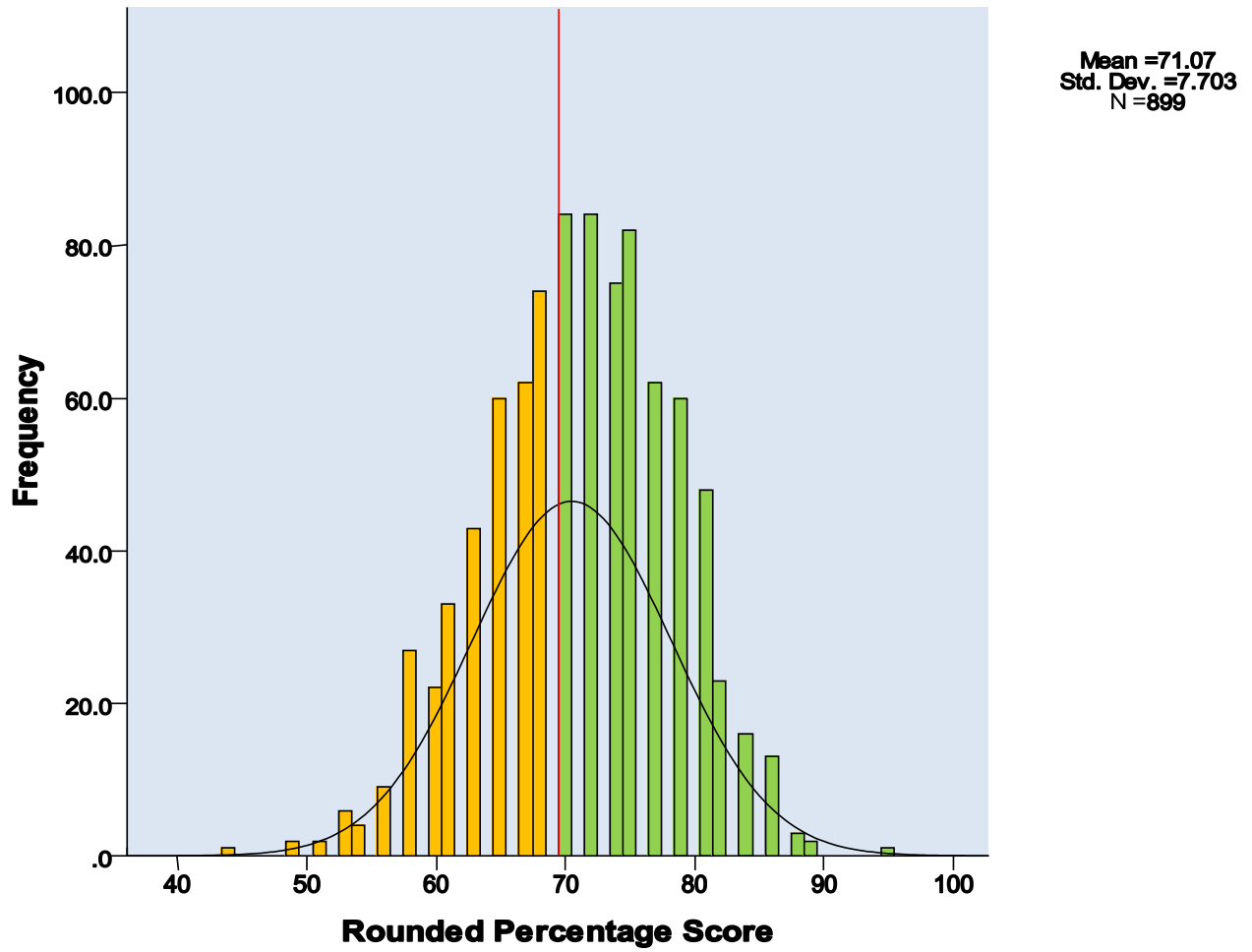


## Conversion of Raw Scores to Rounded Percentage Scores for NPPA

The table below applies when the NPPA is scored out of 57.

Raw Score	Raw Score/57	Rounded Percentage	P/F
57	1.00000	100%	P
56	0.98246	98%	P
55	0.96491	96%	P
54	0.94737	95%	P
53	0.92982	93%	P
52	0.91228	91%	P
51	0.89474	89%	P
50	0.87719	88%	P
49	0.85965	86%	P
48	0.84211	84%	P
47	0.82456	82%	P
46	0.80702	81%	P
45	0.78947	79%	P
44	0.77193	77%	P
43	0.75439	75%	P
42	0.73684	74%	P
41	0.71930	72%	P
40	0.70175	70%	P
39	0.68421	68%	F
38	0.66667	67%	F
37	0.64912	65%	F
36	0.63158	63%	F
35	0.61404	61%	F
34	0.59649	60%	F
33	0.57895	58%	F
32	0.56140	56%	F
31	0.54386	54%	F

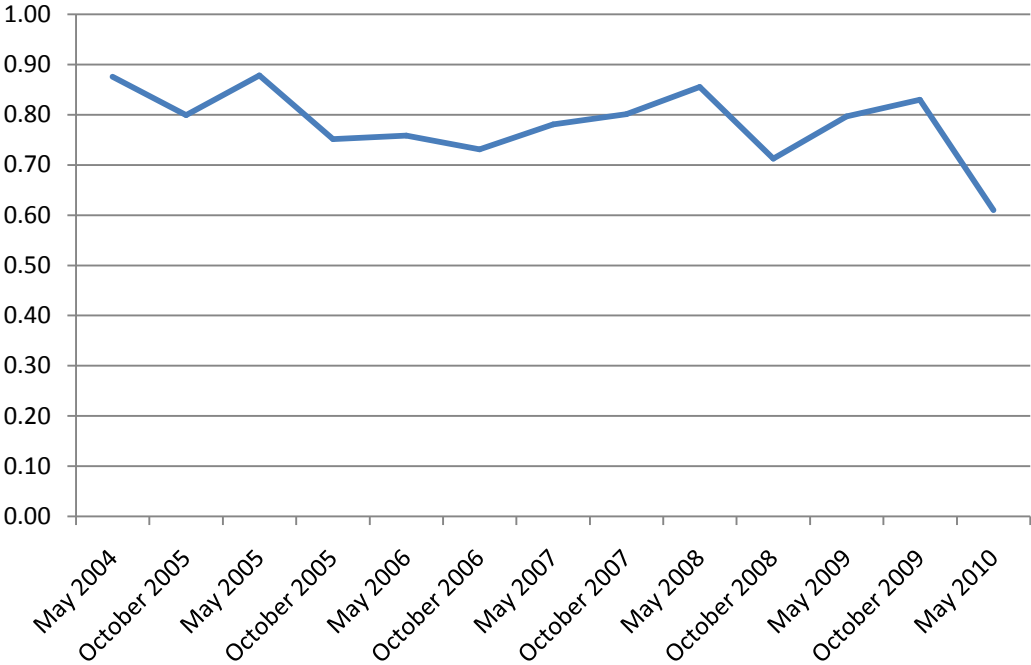
Raw Score	Raw Score/57	Rounded Percentage	P/F
30	0.52632	53%	F
29	0.50877	51%	F
28	0.49123	49%	F
27	0.47368	47%	F
26	0.45614	46%	F
25	0.43860	44%	F
24	0.42105	42%	F
23	0.40351	40%	F
22	0.38596	39%	F
21	0.36842	37%	F
20	0.35088	35%	F
19	0.33333	33%	F
18	0.31579	32%	F
17	0.29825	30%	F
16	0.28070	28%	F
15	0.26316	26%	F
14	0.24561	25%	F
13	0.22807	23%	F
12	0.21053	21%	F
11	0.19298	19%	F
10	0.17544	18%	F
9	0.15789	16%	F
8	0.14035	14%	F
7	0.12281	12%	F
6	0.10526	11%	F
5	0.08772	9%	F
4	0.07018	7%	F
3	0.05263	5%	F
2	0.03509	4%	F
1	0.01754	2%	F



Note: The gaps in the distribution occur because some scores cannot occur.



# NPPA Pass Rate



## NPPA Mean Rounded Percentage Scores and Pass Rate 2004-2010

Sitting	Number	Mean Rounded Percentage Score	Rounded Percentage Score Standard Deviation	Cut-score	Pass Rate
May 2004	145	77.57	6.28	70	88%
October 2005	279	73.83	5.93	70	80%
May 2005	352	76.18	6.02	70	88%
October 2005	394	73.77	6.13	70	75%
May 2006	418	72.81	4.92	70	76%
October 2006	487	73.57	5.26	70	73%
May 2007	428	73.97	5.63	70	78%
October 2007	523	74.39	6.02	70	80%
May 2008	505	75.82	6.23	70	85%
October 2008	487	72.74	6.54	70	71%
May 2009	605	74.87	6.75	70	80%
October 2009	496	75.96	7.01	70	83%
May 2010	898	71.15	7.33	70	61%

## May 2010 NPPA exam-writer demographics (Ontario)

1. What language do you speak most often? (Chose one)

	Frequency	Percent	Cumulative Percent
English	352	98.6	98.6
French	1	.3	98.9
Other	4	1.1	100.0
Total	357	100.0	

2. In what age group do you belong? (Circle one)

	Frequency	Percent	Cumulative Percent
20-24 yrs	45	12.6	12.6
25-29 yrs	150	42.0	54.6
30-34 yrs	59	16.5	71.1
35-39 yrs	35	9.8	81.0
40-44 yrs	26	7.3	88.2
45-54 yrs	37	10.4	98.6
55-64 yrs	5	1.4	100.0
over 65 yrs	0	0.0	100.0
Total	357	100.0	

3. Gender (Circle one) (The term undifferentiated has been cited for a person that has very little of either feminine or masculine traits Nelson A, Robinson BW. Gender in Canada. 2nd ed. Toronto: Prentice Hall; 2002.)

	Frequency	Percent	Cumulative Percent
Female	321	89.9	89.9
Male	36	10.1	100.0
Undifferentiated	0	0.0	100.0
Total	357	100.0	

4. Do you have a disability? (according to the Employment Equity Act, 1995, "persons with disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who (a) consider themselves to be disadvantaged in employment by reason of that impairment, or(b) believe that a employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No	339	95.0	95.0
Yes	18	5.0	100.0
Total	357	100.0	

5. Are you aboriginal? (according to the Employment Equity Act, 1995, "aboriginal peoples" means persons who are Indians, Inuit or Métis)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No	351	98.3	98.3
Yes	6	1.7	100.0
Total	357	100.0	

6. Are you a member of a visible minority? (according to the Employment Equity Act, 1995, "members of visible minorities" means persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No	278	77.9	77.9
Yes	79	22.1	100.0
Total	357	100.0	

7. Are you an Internationally Educated Professional (IEP)? ("Internationally Educated Professional" refers to an individual whose main educational experience occurred outside of Canada).

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No	336	94.1	94.1
Yes	21	5.9	100.0
Total	357	100.0	

8. What is your highest level of education completed? (Circle one)

	Frequency	Percent	Cumulative Percent
High school	1	.3	.3
Certificate (not post-diploma certificate as listed below, open-enrolment program)	42	11.8	12.0
Four semester diploma	13	3.6	15.7
Six-semester diploma (Advanced Diploma)	30	8.4	24.1
Post-diploma certificate (two semesters but diploma or degree is a pre-requisite)	70	19.6	43.7
Applied Bachelor's Degree (a degree granted by a college under Ministerial consent)	6	1.7	45.4
Baccalaureate/Bachelor's degree (six to eight semesters)	65	18.2	63.6
Baccalaureate/Bachelor's degree: Honours (eight semesters or more)	115	32.2	95.8
Master's Degree	15	4.2	100.0
Ph.D.	0	0.0	100.0
Total	357	100.2	

Do you have a degree? (derived from the table above)

	Frequency	Percent	Cumulative Percent
No	156	43.7	43.7
Yes	201	56.3	100.0
Total	357	100.0	

9. Are you currently enrolled in a post-secondary educational program?

	Frequency	Percent	Cumulative Percent
No	322	90.2	90.2
Yes	35	9.8	100.0
Total	357	100.0	

10. If you answered YES to the previous, please circle the program you are currently enrolled in (Circle one):

	Frequency	Percent	Cumulative Percent
Certificate (not post-diploma certificate as listed below, open-enrolment program)	9	26.5	26.5
Four semester diploma	0	0.0	26.5
Six-semester diploma (Advanced Diploma)	3	8.8	35.3
Post-diploma certificate (two semesters but diploma or degree is a pre-requisite)	4	11.8	47.1
Applied Bachelor's Degree (a degree granted by a college under Ministerial consent)	1	2.9	50.0
Baccalaureate/Bachelor's degree (six to eight semesters)	5	14.7	64.7
Baccalaureate/Bachelor's degree: Honours (eight semesters or more)	8	23.5	88.2
Master's Degree	4	11.8	100.0
Ph.D.	0	.0	100.0
Other	0	.0	100.0
	34	100.0	

11. What level of education have you completed that you feel is serving you best in the HR field?

	Frequency	Percent	Cumulative Percent
Certificate (not post-diploma certificate as listed below, open-enrolment program)	88	24.6	24.6
Four semester diploma	5	1.4	26.1
Six-semester diploma (Advanced Diploma)	25	7.0	33.1
Post-diploma certificate (two semesters but diploma or degree is a pre-requisite)	128	35.9	68.9
Applied Bachelor's Degree (a degree granted by a college under Ministerial consent)	6	1.7	70.6
Baccalaureate/Bachelor's degree (six to eight semesters)	18	5.0	75.6
Baccalaureate/Bachelor's degree: Honours (eight semesters or more)	62	17.4	93.0
Master's Degree	9	2.5	95.5
Ph.D.	0	0.0	0.0
None of the above	16	4.5	100.0
Total	357	100.0	

12. Do you consider your formal college or university education to be primarily in HR?

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No	169	47.3	47.3
Yes	188	52.7	100.0
Total	357	100.0	

13. Please circle the number of HR related courses you have taken: NOT including any courses you have taken for formal college or university programs (Circle one)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
None	73	20.4	20.4
1 - 3 courses	67	18.8	39.2
4 - 5 courses	21	5.9	45.1
6 or more courses	196	54.9	100.0
Total	357	100.0	

14. How many years experience do you have in HR? (Circle one)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No experience	14	3.9	3.9
0 - 3 years	214	59.9	63.9
4 - 6 years	91	25.5	89.4
7 – 9 years	21	5.9	95.2
10 or more years	17	4.8	100.0
Total	357	100.0	

15. In which area of HR do you primarily work? (Select only one)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
I consider myself a HR Generalist	181	50.7	50.7
Staffing	54	15.1	65.8
Other, please specify	48	13.4	79.3
Total Compensation	24	6.7	86.0
Organizational Learning, Training, & Development	16	4.5	90.5
Employee & Labour Relations	12	3.4	93.8
Occupational Health, Safety, & Wellness	12	3.4	97.2
Organizational Effectiveness	10	2.8	100.0
Total	357	100.0	

16. Which of the following prep methods did you use? (Select all that apply)

	<b>Frequency</b>	<b>Percent of Cases</b>
Sample questions from the CCHRA web-site	271	75.9
Canadian HR Press print study guide	249	69.7
Textbooks	161	45.1
CCHRA/Captus Press on-line prep course	155	43.4
Review of class notes	135	37.8
Study group	102	28.6
Online discussion group(s) (e.g., Facebook)	89	24.9
College/University exam prep course	25	7.0
Other, please specify	22	6.2
Live prep workshop	7	2.0
Total	1216	340.6

17. What was the primary preparatory method you used? (Select only one)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
Canadian HR Press print study guide	172	48.2	48.2
CCHRA/Captus Press on-line prep course	99	27.7	75.9
Sample questions from the CCHRA web-site	31	8.7	84.6
Textbooks	17	4.8	89.4
Study group	13	3.6	93.0
Review of class notes	10	2.8	95.8
HRPA HRwrx on-line prep course	8	2.2	98.0
Other, please specify	4	1.1	99.2
College/University exam prep course	2	.6	99.7
Online discussion group(s) (e.g., Facebook)	1	.3	100.0
<b>Total</b>	<b>357</b>	<b>100.0</b>	

18. How many preparatory methods did you use to help study for this exam session? (Circle one)

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
0 methods	5	1.4	1.4
1 method	49	13.7	15.1
2 methods	114	31.9	47.1
3 methods	101	28.3	75.4
4 or more methods	88	24.6	100.0
<b>Total</b>	<b>357</b>	<b>100.0</b>	

19. How long ago did you start studying for this exam session?

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
I didn't study for this exam	6	1.7	1.7
days	24	6.7	8.4
weeks	155	43.4	51.8
months	168	47.1	98.9
1 year or more	4	1.1	100.0
<b>Total</b>	<b>357</b>	<b>100.0</b>	

20. How many hours on average did you spend studying for this exam session?

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
0 to 10 hours	37	10.4	10.4
11 to 20 hours	66	18.5	28.9
21 to 30 hours	56	15.7	44.5
31 to 40 hours	64	17.9	62.5
41 to 50 hours	44	12.3	74.8
51 to 60 hours	17	4.8	79.6
more than 60 hours	73	20.4	100.0
Total	357	100.0	

21. What are your reasons for pursuing the CHRP?

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
For my own satisfaction	132	37.0	77.6
Desire for a job promotion	107	30.0	30.3
Other, please specify	66	18.5	100.0
To fulfill job requirements	37	10.4	40.6
In hopes of receiving a raise or bonus	14	3.9	81.5
No reason	1	.3	.3
Total	357	100.0	

22. Have you written the NPPA more than once?

	<b>Frequency</b>	<b>Percent</b>	<b>Cumulative Percent</b>
No, this is my first time writing the NPPA	324	90.8	90.8
I've written the NPPA once before (this is my second time writing the NPPA)	33	9.2	100.0
I've written the NPPA twice before (this is my third time writing the NPPA)	0	0.0	100.0
I've written the NPPA three or more times before	0	0.0	100.0
Total	357	100.0	

23. On a scale of 1 to 5, how knowledgeable do you consider yourself to be of the field of Human Resources?

	Frequency	Percent	Cumulative Percent
1 - I have a comprehensive knowledge of the field	15	4.2	4.2
2 - I have a very solid knowledge of the field	84	23.5	27.7
3 - I have a solid knowledge of the field	156	43.7	71.4
4 - I have a good knowledge of the field	82	23.0	94.4
5 - I have a basic working knowledge of the field	20	5.6	100.0
Total	357	100.0	

24. How confident are you right now that you will pass the NPPA?

	Frequency	Percent	Cumulative Percent
I am absolutely confident that I will pass the exam (100% sure)	10	2.8	2.8
I am very confident that I will pass the exam (80% to 99% sure)	77	21.6	24.4
I am somewhat confident that I will pass the exam (60% to 79% sure)	179	50.1	74.5
I really don't know if I will pass the exam (40% to 59% sure)	81	22.7	97.2
I feel that I am likely to fail the exam (20% to 39%)	9	2.5	99.7
I am pretty sure I won't pass the exam (0% to 19% sure)	1	.3	100.0
Total	357	100.0	

25. If it happened that you would not pass the NPPA, do you currently meet HRPAs' experience requirement (three years experience in HR at a professional level)?

	Frequency	Percent	Cumulative Percent
Yes	61	17.1	17.1
No	215	60.2	77.3
I'm not sure	81	22.7	100.0
Total	357	100.0	

## Percent of NPPA exam-writers with less than 3 years experience

