

Aggregate Statistics for October 2009 NPPA™ Ontario Exam-writers

Office of the Registrar
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Table 1: Applying the adjustment for October 2009 NPPA

Unadjusted Number-right Score	Unadjusted Percent Score	Adjusted Number-right Score	Adjusted Percent Score	Rounded Adjusted Percent score
30	50	33	0.5500	55
31	52	34	0.5667	57
33	55	35	0.5833	58
34	57	36	0.6000	60
35	58	37	0.6167	62
36	60	38	0.6333	63
37	62	39	0.6500	65
38	63	40	0.6667	67
39	65	41	0.6833	68
40	67	42	0.7000	70
41	68	43	0.7167	72
42	70	44	0.7333	73
43	72	45	0.7500	75
44	73	46	0.7667	77
45	75	47	0.7833	78
46	77	48	0.8000	80
47	78	49	0.8167	82
48	80	50	0.8333	83
49	82	51	0.8500	85
50	83	52	0.8667	87
51	85	53	0.8833	88
52	87	54	0.9000	90
53	88	55	0.9167	92

adjustment of 3 points is applied to the number-right score.

Table 2: Score distribution for October 2009 NPPA

Adjusted Number-right Score	Rounded Adjusted Percent score	Frequency	Percent	Cumulative Percent
33	55	2	0.4	0.4
34	57	1	0.2	0.6
35	58	4	0.8	1.4
36	60	8	1.6	3.0
37	62	6	1.2	4.2
38	63	15	3.0	7.3
39	65	26	5.2	12.5
40	67	22	4.4	16.9
41	68	37	7.5	24.4
42	70	31	6.3	30.6
43	72	40	8.1	38.7
44	73	49	9.9	48.6
45	75	48	9.7	58.3
46	77	43	8.7	66.9
47	78	38	7.7	74.6
48	80	34	6.9	81.5
49	82	29	5.8	87.3
50	83	22	4.4	91.7
51	85	17	3.4	95.2
52	87	12	2.4	97.6
53	88	6	1.2	98.8
54	90	6	1.2	100
55	92	0	0.0	100
Total		496	100	

Figure 1: Frequency distribution for October 2009 NPPA scores

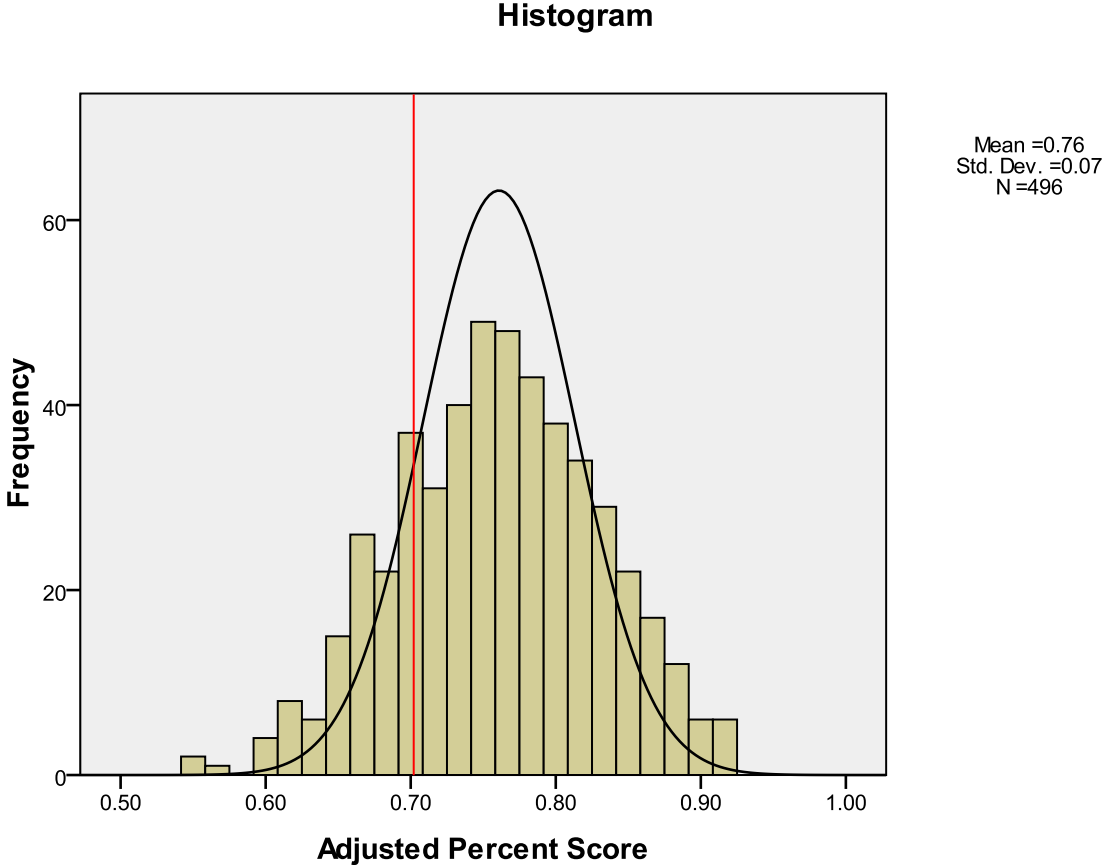


Table 3: Aggregate statistics for non-adjusted and adjusted scores

Score		N	Mean	Min	Max	Standard Deviation	Cut-score	Pass Rate
Unadjusted Number-right score	60	496	42.59	30	53	4.196	39	.831
Unadjusted percent score	60	496	.7098	50	88	.06994	.65	.831
Adjusted number-right score	60	496	45.59	33	55	4.196	42	.831
Adjusted percent score	60	496	.7598	55	92	.0694	.70	.831

Table 4: Aggregate statistics for functional area scores

	Number of Items	Mean	Mean %	Min	Max	Standard Deviation	Variance
Professional Practice in Human Resources	12	6.71	56	1	11	1.63	2.64
Organizational Effectiveness	9	6.80	76	3	9	1.19	1.42
Staffing	7	5.52	79	2	7	1.12	1.26
Employee and Labour Relations	10	7.05	71	3	10	1.49	2.23
Total Compensation	10	7.24	72	3	10	1.32	1.75
Organizational Learning, Development, and Training	5	3.82	76	1	5	.90	.81
Workplace Health and Safety	7	5.44	78	1	7	1.11	1.24
Total (unadjusted number-right scores)	60	42.59	71	30	52	4.20	17.61

Table 5: NPPA Score means, standard deviations, and pass rates across administrations

NPPA

Sitting	Number of exam-takers	Mean Raw Score	Standard Deviation	Adjustment	Adjusted Mean	Adjusted Mean %	Adjusted % Standard Deviation	Cut-Score	Cut-Score %	Cut-score in Z units	Number pass	Pass Rate
May 2004	145	154.61	12.61	0	154.61	.77	.06	140	.70	-1.20	127	0.88
October 2005	279	147.76	11.85	0	147.76	.74	.06	140	.70	-.70	223	0.80
May 2005	352	152.36	12.39	0	152.36	.76	.06	140	.70	-1.04	309	0.88
October 2005	394	137.00	12.22	10	147.00	.73	.06	140	.70	-.61	296	0.75
May 2006	418	145.17	9.84	0	145.17	.73	.05	140	.70	-.58	317	0.76
October 2006	487	151.14	10.52	0	151.14	.76	.05	140	.70	-1.11	356	0.73
May 2007	428	139.96	11.27	7	146.96	.73	.06	140	.70	-.66	334	0.78
October 2007	523	148.79	12.04	0	148.79	.74	.06	140	.70	-.77	419	0.80
May 2008	505	151.17	12.46	0	151.17	.76	.06	140	.70	-.94	432	0.86
October 2008	487	127.97	13.12	17	144.97	.72	.07	140	.70	-.42	347	0.71
May 2009	605		Best Scoring			.75	.07		.70	-.89	482	0.80
October 2009	496	42.59	4.20	3	45.59	.76	.07	42	.70	-.97	412	0.83
Total	5119					.75	.06		.70		4054	0.79

Figure 2: NPPA pass rate across administrations (Ontario)

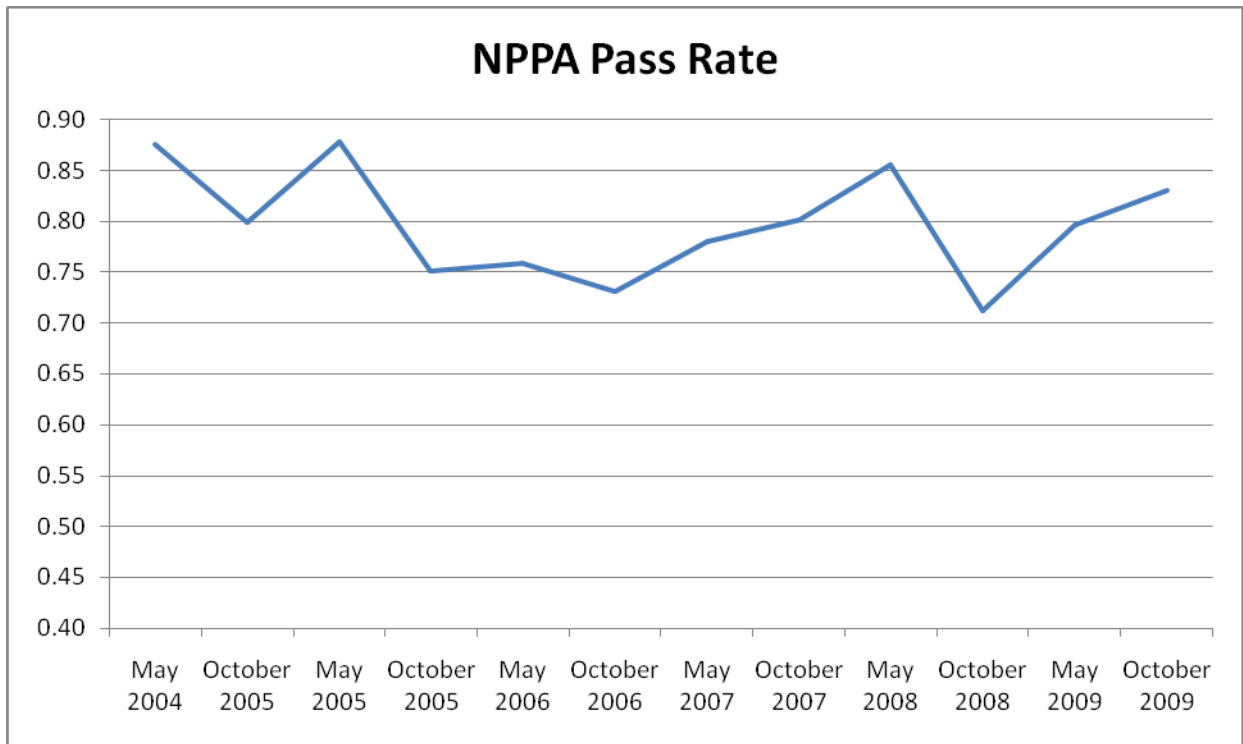
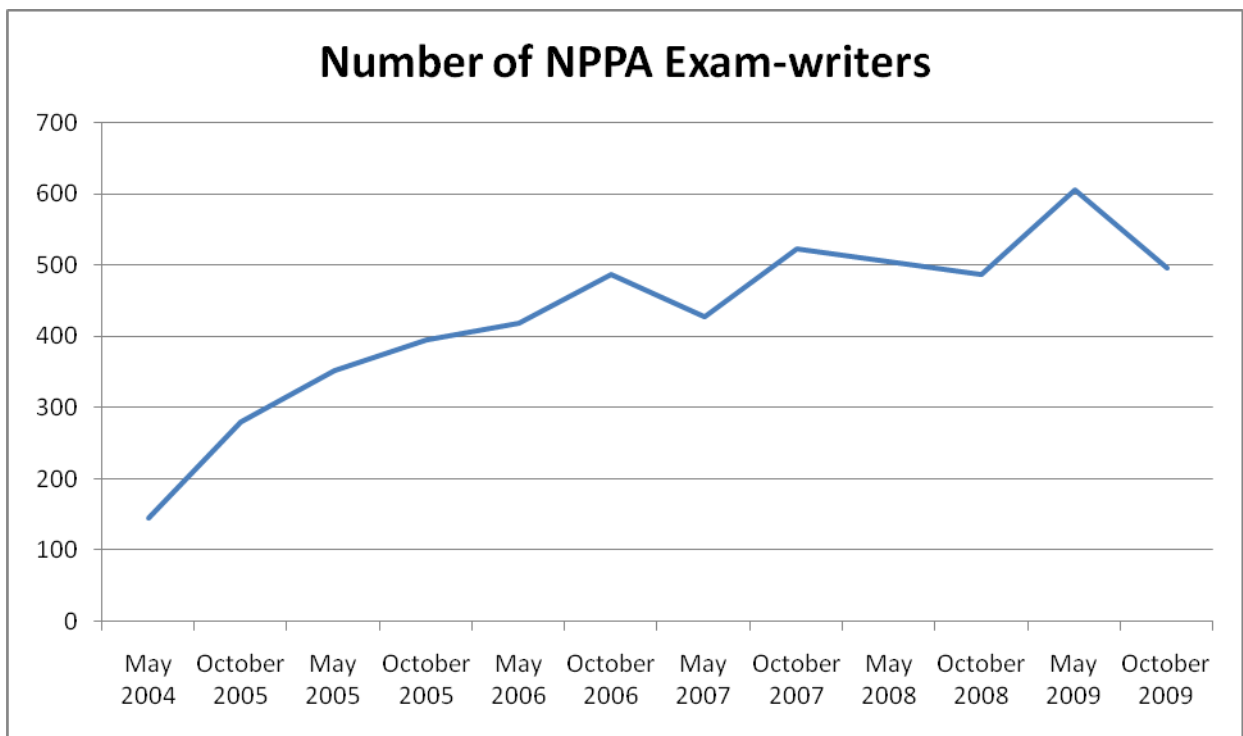


Figure 3: Number of NPPA exam-writer across administrations (Ontario)



October 2009 NPPA exam-writer demographics (Ontario)

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

	Frequency	Percent	Cumulative Percent
English	359	96.5	96.5
French	3	.8	97.3
Other	10	2.7	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
20-24 yrs	55	14.8	14.8
25-29 yrs	144	38.7	53.5
30-34 yrs	68	18.3	71.8
35-39 yrs	39	10.5	82.3
40-44 yrs	25	6.7	89.0
45-54 yrs	38	10.2	99.2
55-64 yrs	3	.8	100.0
over 65 yrs	0	0.0	100.0
Total	372	100.9	

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	327	87.9	97.9
Male	45	12.1	100.0
Undifferentiated	0	0.0	100.0
Total	372	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)

	Frequency	Percent	Cumulative Percent
No	356	95.7	95.7
Yes	16	4.3	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
No	370	99.5	99.5
Yes	2	.5	100.0
Total	372	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)

	Frequency	Percent	Cumulative Percent
No	283	76.1	76.1
Yes	89	23.9	100.0
Total	372	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).

	Frequency	Percent	Cumulative Percent
No	338	90.9	90.9

Yes	34	9.1	100.0
Total	372	100.0	

8. Are you currently pursuing a post-secondary education?

	Frequency	Percent	Cumulative Percent
No	342	91.9	91.9
Yes	30	8.1	100.0
Total	372	100.0	

9. If you answered YES to Question 11, please circle the program you are currently enrolled in
(Circle one):

	Frequency	Percent	Cumulative Percent
College Diploma or Certificate	7	24.1	24.1
College Degree (equivalent to university bachelor's degree)	1	3.4	27.5
University Degree	18	62.1	89.6
College Certificate in addition to University Degree	1	3.4	93.0
Master's Degree	2	6.9	100.0
Ph.D.	0	0.0	100.0
Total	29	100.0	

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

	Frequency	Percent	Cumulative Percent
College Diploma or Certificate	104	28.0	28.0
College Degree (equivalent to university bachelor's degree)	5	1.3	29.3
University Degree	128	34.4	63.7
College Certificate in addition to University Degree	115	30.9	94.6
Master's Degree	20	5.4	100.0
Ph.D.	0	0.0	100.0
Total	372	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
College Diploma or Certificate	158	42.5	42.5
College Degree (equivalent to university bachelor's degree)	4	1.1	43.5
University Degree	81	21.8	65.3
College Certificate in addition to University Degree	104	28.0	93.3
Master's Degree	14	3.8	97.0
Ph.D.	0	0.0	97.0
None of the above	11	3.0	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
No	141	37.9	37.9
Yes	231	62.1	100.0
Total	372	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*)

	Frequency	Percent	Cumulative Percent
None	107	28.8	28.8
1 - 3 courses	92	24.7	53.5
4 - 5 courses	17	4.6	58.1
6 or more courses	156	41.9	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
No experience	19	5.1	5.1
0 - 3 years	205	55.1	60.2
4 - 6 years	89	23.9	84.1
7 – 9 years	33	8.9	93.0
10 or more years	26	7.0	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
I consider myself a HR Generalist	197	53.0	53.0
Staffing	54	14.5	67.5
Other	48	12.9	80.4
Total Compensation	30	8.1	88.5
Employee & Labour Relations	20	5.4	93.9
Organizational Learning, Training, & Development	15	4.0	97.9
Occupational Health, Safety, & Wellness	5	1.3	99.7
Organizational Effectiveness	3	.8	100.0
Total	372	100.0	

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

	Frequency	Percent of Cases
Sample questions from the CCHRA web-site	283	76.1
Canadian HR Press print study guide	205	55.1
CCHRA/Captus Press on-line prep course	184	49.5
Textbooks	145	39.0
Study group	64	17.2
Online discussion group(s) (e.g., Facebook)	54	14.5
Other	28	7.5
College/University exam prep course	13	1.3
Live prep workshop	6	1.6

Total	982	
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17. What was the primary preparatory method you used? (*Select only one*)

	Frequency	Percent	Cumulative Percent
CCHRA/Captus Press on-line prep course	144	38.7	38.7
Canadian HR Press print study guide	133	35.8	74.5
Sample questions from the CCHRA web-site	50	13.4	87.9
Textbooks	22	5.9	93.8
Other	11	2.9	96.7
Study group	7	1.9	98.6
Online discussion group(s) (e.g., Facebook)	3	.8	99.4
College/University exam prep course	2	.5	100.0
Live prep workshop	0	0	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
0 methods	0	0.0	0.0
1 method	73	19.6	19.6
2 methods	158	42.5	62.1
3 methods	104	28.0	90.1
4 or more methods	37	9.9	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
I didn't study for this exam	4	1.1	1.1
days	27	7.3	8.3
weeks	195	52.4	60.8
months	145	39.0	99.7
1 year or more	1	.3	100.0
Total	372	100.0	

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

	Frequency	Percent	Cumulative Percent
0 to 10 hours	56	15.1	15.1
11 to 20 hours	57	15.3	30.4
21 to 30 hours	81	21.8	52.2
31 to 40 hours	58	15.6	67.7
41 to 50 hours	53	14.2	82.0
51 to 60 hours	24	6.5	88.4
more than 60 hours	43	11.6	100.0
Total	372	100.0	

21. What are your reasons for pursuing the CHRP? (Circle all that apply)

	Frequency	Percent	Cumulative Percent
For my own satisfaction	167	44.9	44.9
Desire for a job promotion	99	26.6	71.5
Other	52	14.0	85.5
To fulfill job requirements	38	10.2	95.7
In hopes of receiving a raise or bonus	14	3.8	99.5
No reason	2	.5	100.0
Total	372	100.0	

22. Have you written the NPPA more than once?

	Frequency	Percent	Cumulative Percent
This is my first time writing the NPPA	315	84.7	84.7
I've written the NPPA once before (this is my second time writing the NPPA)	50	13.4	98.1
I've written the NPPA twice before (this is my third time writing the NPPA)	5	1.3	99.5
I've written the NPPA three or more times before	2	.5	100.0
Total	372	100.0	

23. 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)	18	4.8	4.8
I am very confident that I will pass the exam (80% to 99% sure)	86	23.1	28.0
I am somewhat confident that I will pass the exam (60% to 79% sure)	179	48.1	76.1
I really don't know if I will pass the exam (40% to 59% sure)	77	20.7	96.8
I am not that confident that I will pass the exam (20% to 39%)	9	2.4	99.2
I am pretty sure I won't pass the exam (0% to 19% sure)	3	.8	100.0
Total	372	100.0	

24. How knowledgeable do you consider yourself to be of the field of Human Resources?

	Frequency	Percent	Cumulative Percent
I have a comprehensive knowledge of the field	25	6.7	6.7
I have a very solid knowledge of the field	89	23.9	30.6
I have a solid knowledge of the field	158	42.5	73.1
I have a good knowledge of the field	81	21.8	94.9
I have a basic working knowledge of the field	19	5.1	100.0
Total	372	100.0	