

# CPHR Practice Test Questions and Answers

## 1. What does CPHR stand for in Canadian human resources?

- A) Certified Professional in Human Resources
- B) Canadian Professional Human Resources
- C) Chartered Professional in Human Resources
- D) Certified Personnel and Human Resources

## 2. Which area is NOT typically covered in CPHR competency requirements?

- A) Organizational effectiveness
- B) Workforce planning and talent management
- C) Financial accounting principles
- D) Labour and employee relations

## 3. To maintain CPHR designation, professionals must complete:

- A) 20 continuing education credits annually
- B) 40 continuing education credits every two years
- C) 60 continuing education credits every three years
- D) No continuing education requirements

## 4. The CPHR Code of Ethics primarily focuses on:

- A) Maximizing company profits
- B) Professional competence and integrity
- C) Personal career advancement
- D) Industry networking standards

Answers: 1-C 2-C 3-C 4-B

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