Your Guide to aPHR/PHR/SPHR and SHRM-CP/SHRM-SCP Certification

If you are an HR professional interested in obtaining HR certification, you have options to consider. Both the HR Certification Institute (HRCI) and the Society for Human Resource Management (SHRM) are certifying bodies for professional HR certification. The exams differ in both requirements and in content. The following chart highlights a summary of each certification option.

CERTIFICATION EQUIVALENTS

aPHR = N/A	PHR=SHRM-CP	SPHR or GPHR = SHRM-SCP

EXAM ELIGIBILITY REQUIREMENTS

Certification/ Credential	Less than Bachelor's Degree		Bachelor's Degree		Master's Degree	
aPHR	High school diploma or global equivalant required. No HR experience necessary.		N/A		N/A	
PHR	A minimum of 4 years of experience in a professional-level HR position		A minimum of 2 years of experience in a professional-level HR position		A minimum of 1 year of experience in a professional-level HR position	
SPHR	A minimum of 7 years of experience in a professional-level HR position		A minimum of 5 years of experience in a professional-level HR position		A minimum of 4 years of experience in a professional-level HR position	
	HR-Related Program	Non-HR Program	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree
SHRM-CP	3 years in HR role	4 years in HR role	1 year in HR role	2 years in HR role	Currently in HR role	1 year in HR role
SHRM-SCP	6 years in HR role	7 years in HR role	4 years in HR role	5 years in HR role	3 years in HR role	4 years in HR role

BODY OF COMPETENCY/KNOWLEDGE COMPARISON

aPHR	PHR	SPHR	SHRM-CP/SHRM-SCP
Talent Aquisition	Talent planning and acquisition	Talent planning and acquisition	Business acumen
Learning & Development	Learning and development	Learning and development	Ethical practice
Compensation & Benefits	Total rewards	Total rewards	Relationship management
Employee Relations	Employee and labor relations	Employee relations and engagement	Consultation
Compliance & Risk Management	Business management	Leadership and strategy	Critical evaluation
			Global and cultural effectiveness
			Communication
			HR expertise (HR knowledge domains: people, organization, workplace, strategy)
			Leadership and navigation

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   PHR / SPHR Professional in Human Resources Certification Study Guide Sandra M. Reed,Anne M. Bogardus,2012-04-18 NOTE The exam this book covered PHR SPHR Professional in Human Resources Certification Fourth Edition was retired SYBEX in 2018 and is no longer offered For coverage of the current exam PHR and SPHR Professional in Human Resources Certification 2018 Exams Fifth Edition please look for the latest edition of this guide PHR and SPHR Professional in Human Resources Certification Complete Study Guide 2018 Exams Fifth Edition 9781119426523 The demand for qualified human resources professionals is on the rise The new Professional in Human Resources PHR and Senior Professional in Human Resources SPHR exams from the Human Resources Certification Institute HRCI reflect the evolving industry standards for determining competence in the field of HR This new edition of the leading PHR SPHR Study Guide reflects those changes Serving as an ideal resource for HR professionals who are seeking to validate their skills and knowledge this updated edition helps those professionals prepare for these challenging exams Features study tools that are designed to reinforce understanding of key functional areas Provides access to bonus materials including a practice exam for the PHR as well as one for the SPHR Also includes flashcards and ancillary PDFs Addresses key topics such as strategic management workforce planning and employment compensation and benefits employee and labor relations and Occupational Safety and Health Administration regulations This new edition is must have preparation for those looking to take the PHR or SPHR certification exams in order to strengthen their resume   **PHR and SPHR Certification Guide** Raymond B. Weinberg,2007-04 Updated in 2007 to cover the current PHR SPHR Body of Knowledge this thorough test preparation guide is an ideal tool for human resource professionals preparing for certification as a Professional in Human Resources PHR or Senior Professional in Human Resources SPHR This is the only guide prepared by the Human Resources Certification Institute HRCI the certifying body for these exams The guide is designed to provide HR professionals with relevant information about the PHR and SPHR Body of Knowledge also known as the test specifications on which these exams are based The guide includes tips for exam preparation including suggested resources and a practice exam including answers rationales for the answers and coding

   PHR and SPHR Professional in Human Resources Certification Complete Review Guide James J. Galluzzo, III,2018-08-07 Essential review for the PHR SPHR exams aligned with the updated HRBoKTM PHR SPHR Professional in Human Resources Certification Review Guide is the ideal companion to the PHR SPHR Study Guide Fifth Edition and PHR SPHR Deluxe Study Guide Second Edition These self study guides are intended for HR professionals seeking to validate their skills and knowledge acquired through years of practical experience or for relative newcomers to the HR field looking to strengthen their resume Organized by those areas of knowledge and practices specific and necessary to human resource management HRM this handy review guide covers tasks processes and strategies as detailed in the updated A Guide to the Human Resource Body of KnowledgeTM HRBoKTM giving you clear guidance on what you need to know for the exams You also get a

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