

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 (HCI) 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 equivalent 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
SHRM-CP	3 years in HR role	4 years 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

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



Phr X26 Spkr Certification Guide

James J. Galluzzo, III



Phr X26 Sphr Certification Guide:

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**

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Official PHR and SPHR Certification Guide Raymond B. Weinberg, 2009 Rev ed of PHR and SPHR certification guide c2006 *PHR and SPHR Professional in Human Resources Certification Complete Deluxe Study Guide* Sandra M. Reed, 2019-05-29 The 1 study guide for the leading HR certification aligned with the updated HRBoK™ PHR SPHR Professional in Human Resources Certification Deluxe Study Guide Second Edition is the ideal resource for HR professionals seeking to validate their skills and knowledge acquired through years of practical experience or a relative newcomer to the HR field looking to strengthen their resume Featuring study tools designed to reinforce understanding of key functional areas it s the study guide you ll turn to again and again as you prepare for this challenging exam Offering insights into those areas of knowledge and practices specific and necessary to human resource management HRM this study guide covers tasks processes and strategies as detailed in the updated A Guide to the Human Resource Body of Knowledge™ HRBoK™ The study guide breaks down the critical HR topics that you need to understand as you prepare for the exams You ll get a year of FREE access to the interactive online learning environment and test bank including an assessment test chapter tests practice exams electronic flashcards and a glossary of key terms New bonus material includes study checklists and worksheets to supplement your exam preparation and eBooks in different formats to read on multiple devices Refresh your understanding of key functional areas Practice the practical with workbook templates Test your knowledge with flashcards and exercises Preview exam day with bonus practice exams If you re looking to showcase your skills and understanding of the HR function PHR SPHR Professionals in Human Resources Certification Deluxe Study Guide is your ideal resource for PHR SPHR preparation

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Table of Contents Phr X26 Sphr Certification Guide

1. Understanding the eBook Phr X26 Sphr Certification Guide
 - The Rise of Digital Reading Phr X26 Sphr Certification Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Phr X26 Sphr Certification Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Phr X26 Sphr Certification Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Phr X26 Sphr Certification Guide
 - Personalized Recommendations
 - Phr X26 Sphr Certification Guide User Reviews and Ratings
 - Phr X26 Sphr Certification Guide and Bestseller Lists
5. Accessing Phr X26 Sphr Certification Guide Free and Paid eBooks
 - Phr X26 Sphr Certification Guide Public Domain eBooks
 - Phr X26 Sphr Certification Guide eBook Subscription Services
 - Phr X26 Sphr Certification Guide Budget-Friendly Options

6. Navigating Phr X26 Sphr Certification Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Phr X26 Sphr Certification Guide Compatibility with Devices
 - Phr X26 Sphr Certification Guide Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Phr X26 Sphr Certification Guide
 - Highlighting and Note-Taking Phr X26 Sphr Certification Guide
 - Interactive Elements Phr X26 Sphr Certification Guide
8. Staying Engaged with Phr X26 Sphr Certification Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Phr X26 Sphr Certification Guide
9. Balancing eBooks and Physical Books Phr X26 Sphr Certification Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Phr X26 Sphr Certification Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Phr X26 Sphr Certification Guide
 - Setting Reading Goals Phr X26 Sphr Certification Guide
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Phr X26 Sphr Certification Guide
 - Fact-Checking eBook Content of Phr X26 Sphr Certification Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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