

# 10 HR CERTIFICATIONS

## That Will Get You Noticed

### SHRM Certified Professional (SHRM-CP)

- This certification tests skills within the themes of HR competencies, people, organization, and workplace.
- 4 hour exam with 160 questions including 95 knowledge items and 65 situational judgment items. (\$300 - \$475)

### SHRM Senior Certified Professional (SHRM-SCP)

- The Senior SHRM certification measures an HR professional's most critical skill - the ability to apply HR principles to actual, everyday situations.
- 4 hour exam with 160 questions including 95 knowledge items and 65 situational judgment items. (\$300 - \$475)

### Associate Professional in Human Resources (aPHR)

- Tests includes 38% HR operations, 16% employee relations, 15% recruitment & selection, 14% compensation & benefits, 12% human resource development & retention, and the remaining on health, safety, & security.
- 2 hour and 15 minute exam with 100 scored questions. (\$400)

### Professional in Human Resources (PHR)

- Test includes 39% employee & labor relations, 20% business management, 16% talent planning & acquisition, 15% total rewards, and 10% learning & development.
- 2 hour exam with 90 scored questions and 25 pretest questions. (\$495)

### Senior Professional in Human Resources (SPHR)

- Tests includes 40% leadership & strategy, 20% employee relations & engagement, 16% talent planning & acquisition, 12% learning & development, and 12% total rewards.
- 2 and a half hour exam with 115 scored questions and 25 pretest questions. (\$595)

### Professional in Human Resources - International (PHRi)

- Tests includes 19% talent acquisition, 19% HR administration & shared services, 19% talent management & development, 17% compensation, benefits, & work experience, 16% employee relations & risk management, and 10% HR information management.
- 3 hours and 15 minutes exam with 145 scored questions and 25 pretest questions. (\$495)

### Global Professional in Human Resources (GPHR)

- Test includes 25% strategic global human resources, 20% global talent management, 15% global mobility, 15% workplace culture, 15% total rewards, and 10% risk management & compliance.
- 3 hour exam with 140 scored questions and 25 pretest questions. (\$595)

### Strategic HR Leadership (SHRL) Certification

- Tests how to assess team leadership skills, connect teams to a larger purpose, intentionally design teams, optimize team interaction, and influence outcomes.
- Offered as a two-day program or as a virtual series with half-day sessions delivered over four weeks.

### Certified Professional in Talent Development (CPTD)

- Test includes 20% on personal capabilities, 45% on professional capabilities, and 35% on organizational capabilities.
- 3 hour exam and includes a mix of multiple-choice questions and case management questions. (\$900 - \$1250)

### Human Resource Information Professional (HRIP) Certification

- Test includes 30% on HR technology & business processes; 30% systems selection, implementations, & upgrades; 25% HR systems operations; and 15% technology strategy & solutions assessment.
- 2 hour exam with 90 questions. (\$385 - \$670)