



# CERTIFICATION OUTLINE

## PROFESSIONAL IN HUMAN RESOURCES – INTERNATIONAL (PHRI)

ISSUED BY HUMAN RESOURCES CERTIFICATION  
INSTITUTE (HRCI)



# PROFESSIONAL IN HUMAN RESOURCES – INTERNATIONAL (PHRI)

The Professional in HR – International (PHRi™ training course) is a globally relevant credential that is designed to validate professional-level core human resource knowledge and skills. The credential demonstrates mastery of generally accepted technical and operational HR principles. Independent of geographic region, the credential complements local HR practices. Through demonstrated knowledge, the credential enhances the credibility of HR professionals and the organizations they serve



**Program Duration**  
60 hours

## TOPICS TO BE COVERED

- Strategic HR Management
- HR Planning and Employment
- Talent and Performance Management
- Compensation and Benefits
- Employee Relations & Involvement

# STRATEGIC HR MANAGEMENT

- Strategic Human Resource Management
- Organizational Strategy
- HR Control and Evaluation
- HR Technology
- Organizational Environments
- Organizational Design and Development
- Organizational Culture
- Global HR Management
- Leadership and Management Theories
- Decision Making
- Ethics
- HR Research and Analytics

## HR PLANNING AND EMPLOYMENT

- Human Resource Planning
- Job Analysis, Description, and Specification
- Recruitment & Selection



# TALENT AND PERFORMANCE MANAGEMENT

- Training and Development in the Organization
- Principles of Training and Development
- Training and Development Techniques
- Presenting the Training: Delivery
- Evaluating Training Effectiveness
- Talent Management Programs
- Performance Management
- Change Management
- Organizational Development Intervention
- Employee Retention

# COMPENSATION AND BENEFITS

- Total Rewards: Financial and Non-Financial
- The Wage Level Decision
- Job Evaluation Methods
- Job Pricing and Pay Rate Administration
- Economic Factors Affecting Compensation
- Incentive Compensation Systems
- Executive Compensation
- Employee Benefit Programs
- Managing Employee Benefit Programs
- Evaluating Compensation
- Compensation Laws and Regulations

# EMPLOYEE RELATIONS & INVOLVEMENT

- Employee Relations
- Employee Engagement
- Employee Involvement Strategies
- Diversity and Inclusion
- Grievance Systems
- Employee Discipline Systems
- Workforce Behavior Problems
- Organizational Exit
- Risk Management
- Safety
- Employee Health
- Security



# FREQUENT QUESTIONS

## AM I ELIGIBLE FOR THIS CERTIFICATION?

- Have at least one year of experience in a professional-level HR position + a master's degree or global equivalent,
- Have at least two years of experience in a professional-level HR position + a bachelor's degree or global equivalent,  
OR
- Have at least four years of experience in a professional-level HR position.

## WHAT IS THE EXAM FORMAT AND LENGTH?

### **Exam Time:**

2 hours and 15 minutes (plus 30 minutes of administration time)

### **Exam Length:**

90 scored questions (mostly multiple-choice) + 25 pretest questions

**Computer-based exam at a Pearson VUE testing center**



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