



# CERTIFICATION OUTLINE

## SENIOR PROFESSIONAL IN HUMAN RESOURCES – INTERNATIONAL (SPHRI)

ISSUED BY HUMAN RESOURCES CERTIFICATION  
INSTITUTE (HRCI)



# SENIOR PROFESSIONAL IN HUMAN RESOURCES – INTERNATIONAL (SPHRI)

The Senior Professional in Human Resources – International™ (SPHRI™ training course) is a global, competency-based credential that is designed to validate professional-level core HR knowledge and skills. This credential demonstrates a mastery of generally accepted HR principles in strategy, policy development and service delivery. Independent of geographic region, this credential complements local HR practices. Through demonstrated knowledge, this credential enhances the credibility of HR professionals and the organizations they serve.



Program Duration  
60 hours

## TOPICS TO BE COVERED

- HR as a Business Leader
- HR Service Delivery
- People Development and Talent Management
- Measurement & Analysis

# 1

## HR AS A BUSINESS LEADER

- Business Management
- Strategic Management
- Internal Analysis
- External Analysis
- Strategic Human Resources

# 2

## HR SERVICE DELIVERY

- HR Planning and Staffing
- Recruitment and Selection
- Retention and Separation
- Compensation and Benefits

# 3

## PEOPLE DEVELOPMENT AND TALENT MANAGEMENT

- Organizational Development
- Performance Management
- Training and Development
- Employee Relations
- Talent Management

# 4

## MEASUREMENT & ANALYSIS

- Measurement Methods
- Balanced Scorecard
- HR Measures
- Performance Measures





# FREQUENT QUESTIONS

## AM I ELIGIBLE FOR THIS CERTIFICATION?

- Have at least four years of experience in a professional-level HR position and a master's degree or global equivalent,
  - Have at least five years of experience in a professional-level HR position and a bachelor's degree or global equivalent,
- OR
- A minimum of seven years of experience in a professional-level HR position. \* The SPHRi requires documented knowledge of local employment laws.

## WHAT IS THE EXAM FORMAT AND LENGTH?

### Exam Time:

2 hours and 45 minutes (plus 30 minutes administration time)

### Exam Length:

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

Computer-based exam at a Pearson VUE testing center



 Mob +962 (79) 6049794 |  Tel +962 (6) 5521220

 <https://www.hr-pulse.org/>

 Amman, Jordan

City Plaza Complex, 2nd Floor, 106 Arar St.

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