

# Certification Outline

## Senior Professional in Human Resources – International (SPHRI)

Issued by Human Resources Certification Institute (HRCI)



# **Senior Professional in Human Resources – International (SPHRI)**

## **Overview:**

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:**

### **Module One: HR as a Business Leader**

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

### **Module Two: HR Service Delivery**

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

## Module Three: People Development and Talent Management

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

## Module Four: Measurement & Analysis

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

## Am I Eligible for this Certification?

- a minimum of 4 year of experience in a professional-level HR position + a Master's degree or global equivalent,
- a minimum of 5 years of experience in a professional-level HR position + a Bachelor's degree or global equivalent, OR
- a minimum of 7 years of experience in a professional-level HR position + a high school diploma or global equivalent.

## 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

# HR Pulse

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