

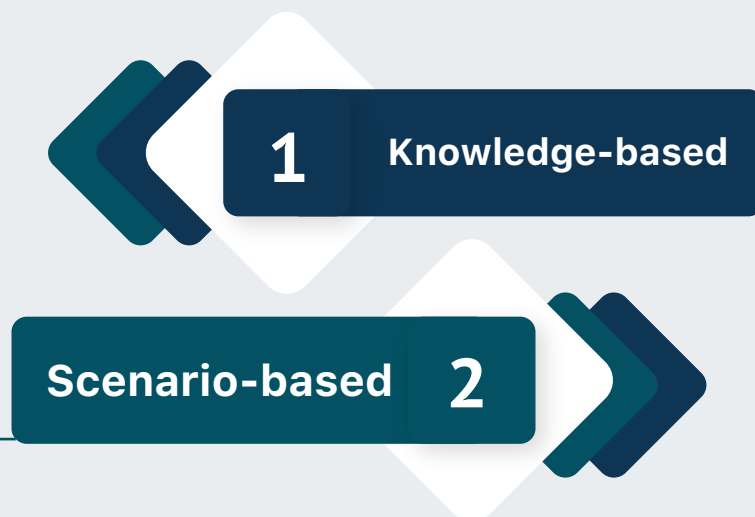


SHRM CP / SCP Certification

SHRM Certification

The SHRM Certification is a global human resources credential offered by the Society for Human Resource Management (SHRM), a professional HR membership association.

The certification consists of a four-hour exam containing two types of multiple-choice questions:



The certification sets professionals apart from the crowd in recruiting situations, but it is also a great weapon when seeking a promotion. It not only shows employers that you have extensive knowledge but also demonstrates your commitment to developing as an HR professional.

LEARNING MODULES

A

Competencies

- Leadership & Navigation
- Ethical Practice
- Diversity, Equity & Inclusion
- Relationship Management
- Communication
- Global Mindset
- Business Acumen
- Consultation
- Analytical Aptitude

B

People

- HR Strategy
 - Talent Acquisition
 - Employee Engagement & Retention
 - Learning & Development
 - Total Rewards
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LEARNING MODULES

C

Organization

- Structure of the HR Function
- Organizational Effectiveness & Development
- Workforce Management
- Employee & Labor Relations
- Technology Management

D

Workplace

- Managing a Global Workforce
 - Risk Management
 - Corporate Social Responsibility
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SHRM ELIGIBILITY CRITERIA

Credentials	Les than a Bachelor's Degree		Bachelor's Degree		Graduate Degree	
	HR Related Program	Non-HR Program	HR Related Degree	Non-HR Degree	HR Related Degree	Non-HR Degree
SHRM CP	3 Years in HR role	4 Years in HR role	1 Years in HR role	2 Years in HR role	Currently in HR role	1 Years in HR role
SHRM SCP	6 Years in HR role	7 Years in HR role	4 Years in HR role	5 Years in HR role	3 Years in HR role	4 Years in HR role

RECERTIFICATION REQUIREMENTS

You don't necessarily need to take the exam again. The SHRM developed a system to check if you are engaging in professional development activities during this three-year period. If you prove that you do, you can get automatically recertified. So, there are two options for you to renew your license:

- Earn 60 professional development credits (PDCs) within your three-year recertification cycle.
- Re-take and pass the certification exam within the last year of your recertification cycle.

Examination

Both exams will contain Knowledge and Competency-based questions: Candidates for the SHRM-CP and SHRM-SCP exams will have 4 hours to answer a total of 134 questions, of which approximately 55 are stand alone knowledge items and 55 will be situational judgment items.

Duration of guided learning hours

Up to 120 Hours