

Human Resource Certifications

Certification	SHRM Certified Professional (SHRM-CP) from Society for Human Resource Management Association (SHRM)	SHRM Senior Certified Professional (SHRM-SCP) from Society for Human Resource Management Association (SHRM)	Professional in Human Resources® (PHR®) from HR Certification Institute (HRI)	Senior Professional in Human Resources® (PHR®) from HR Certification Institute (HRI)
Description	<p>HR professionals who implement policies and strategies, serve as point of contact for staff and stakeholders, deliver HR services, and perform operational HR functions, should take the SHRM-CP exam.</p>	<p>HR professionals who develop strategies, lead the HR function, foster influence in the community, analyze performance metrics, and align HR strategies to organizational goals, should take the SHRM-SCP exam.</p>	<p>The PHR demonstrates mastery of the technical and operational aspects of HR management, including U.S. laws and regulations. The PHR is for the HR professional who has experience with program implementation, has a tactical/logistical orientation, is accountable to another HR professional within the organization, and has responsibilities that focus on the HR department rather than the whole organization.</p>	<p>The SPHR demonstrates mastery of the strategic and policy-making aspects of HR management as practiced in the U.S. The credential is designed for big-picture thinkers responsible for planning rather than implementing HR policy. Organizations seek out SPHR professionals for their proven accountability for HR department goals, for breadth and depth of knowledge in all HR disciplines, and for understanding business issues beyond the HR function.</p>

Eligibility Requirements for Non-HR Graduate Degree	<p>At least 1 year in HR role.</p> <p>*Recertification will be required every three years, before each cycle end date. Professionals will need to earn 60 professional development credits (PDCs), within their recertification cycle begin and end dates, in order to recertify. Recertification credits will be awarded for the PDC categories of Advance Your Education, Advance Your Profession and/or Advance Your Organization.</p>	<p>At least 4 years in HR role.</p> <p>*Recertification will be required every three years, before each cycle end date. Professionals will need to earn 60 professional development credits (PDCs), within their recertification cycle begin and end dates, in order to recertify. Recertification credits will be awarded for the PDC categories of Advance Your Education, Advance Your Profession and/or Advance Your Organization.</p>	<p>At least 1 year of experience in a professional-level HR position.</p> <p>* PHR certification is valid for three years after testing. To maintain your PHR credential, you must earn 60 recertification credits over a three-year time span or retake the exam</p>	<p>At least 4 years of experience in a professional-level HR position.</p> <p>*To maintain SPHR credential, you must earn 60 recertification credits over a three-year time span or retake the exam. Of the 60 recertification credits required, 15 must be Business Management & Strategy credits.</p>
Cost	<p>SHRM Member: \$300* USD</p> <p>Nonmember: \$400* USD</p> <p>*Includes \$50 nonrefundable application fee.</p>	<p>SHRM Member: \$300* USD</p> <p>Nonmember: \$400* USD</p> <p>*Includes \$50 nonrefundable application fee.</p>	<p>Exam Fee: \$375</p> <p>Non-refundable</p> <p>Application Fee: \$75</p>	<p>Exam Fee: \$475</p> <p>Non-refundable</p> <p>Application Fee: \$75</p>