

Senior Professional in Human Resources – International (SPHRI™) Certification

شهادة أخصائي موارد بشرية رئيسي- دولي



About HRCI



HR Certification Institute (HRCI®), headquartered in the U.S., is the premier credentialing organization for the human resources profession. For 40 years, HRCI has set the standard for HR expertise and excellence around the globe.

HRCI is an independent organization devoted to HR certification, HRCI ensures that each credential is earned, not given.

The National Commission for Certifying Agencies (NCCA) granted accreditation to the HR Certification Institute's certification programs, **aPHRI, aPHR, PHR, PHRca, PHRi, SPHR, SPHRi, and GPHR** for demonstrating compliance with the NCCA Standards for the Accreditation of Certification Programs. NCCA is the accrediting body of the Institute for Credentialing Excellence (formerly the National Organization for Competency Assurance).

Senior Professional in Human Resources - International™ (SPHRi™) Certification

The Senior Professional in Human Resources - International™ (SPHRi™) - credential demonstrates mastery of generally accepted HR principles in strategy and policy development as well as service delivery. The credential is developed to validate core HR knowledge and skills and demonstrated mastery of generally accepted principles, independent of geographic region, from professionals practicing human resources outside of the United States. Through demonstrated knowledge, the credentials enhance the credibility of HR professionals and the organizations they serve.

Contents

Functional Area 01 | Business Leadership (31%)

Leading the HR function, providing strategic HR consultation to senior management, and developing partnerships with all areas in the organization. Contributing to the overall strategy of the organization through activities such as evaluating organizations considered for mergers and acquisitions, conducting human capital analyses, and understanding global HR issues.

Functional Area 02 | Talent Development and Management (27%)

Identifying and developing relevant individual and organizational competencies; developing and using a talent management strategy to sustain long-term, effective alignment with organizational strategies to achieve human capital objectives; establishing a learning environment in which continuous professional development includes staying current in HR practices. Using a set of systematic and planned activities designed by the organization to help people develop the necessary skills to meet current and future organizational needs and objectives. Creating an organizational environment that encourages and retains the employees.

Functional Area 03 | HR Service Delivery (24%)

Using effective HR Service Delivery methods to deliver accurate and consistent programs that support sustainable organizational growth. Creating an environment where all employees can find answers to HR questions; using effective communication plans, HR technology and tools; identifying HR service delivery methods used by a group that may be applicable across the organization; defining and implementing compensation and benefit programs and managing employee arrivals and departures from the organization as appropriate.

Functional Area 04 | Measurement and Analysis (18%)

Developing and utilizing key HR and business metrics such as those related to individual and organizational performance. Interpreting data to improve employee performance and increase the value of the organization.

Exam Details

| | |
|----------------------|---|
| Exam Duration | 2 hours and 30 minutes |
| Exam Center | Pearson VUE / STS Company Building 7th Circle Amman Pearson VUE / Talal Abu-Ghazaleh Testing Center |

HR Pulse

has **the Learning**
Solutions to **Empower**
Your People & **Grow**
Your **Business**

 + 962 6 552 1220
 + 962 6 553 1330
 info@hr-pulse.org
 www.hr-pulse.org