

Professional in Human Resources – International (PHRi™) Certification

شهادة أخصائي موارد بشرية - 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).

Professional in Human Resources - International™ (PHRi™) Certification

The Professional in Human Resources - International™ (PHRi™) - demonstrate mastery of generally accepted technical and operational HR principles in a single international setting.

Content Outline

Unit 1: Strategic HR Management

- Strategic Human Resource Management
- Organizational Strategy
- HR Control and Evaluation
- HR Technology
- Organizational Environments
- Organizational Design and Development
- Organizational Culture
- Global HR Management

- Leadership and Management Theories
- Decision Making
- Ethics
- HR Research and Analytics

Unit 2: HR Planning and Employment

- Human Resource Planning
- Job Analysis, Description, and Specification
- Recruitment
- Selection

Unit 3: Talent and Performance Management

- Training and Development in the Organization
- Principles of Training and Development
- Training and Development Techniques
- Presenting the Training: Delivery
- Evaluating of Training Effectiveness
- Talent Management Programs
- Performance Management
- Change Management
- Organizational Development Intervention
- Employee Retention

Unit 4: Compensation and Benefits

- Total Rewards: Financial and Non-Financial
- The Wage Level Decision
- Job Evaluation Methods
- Job Pricing and Pay Rate Administration
- Economic Factors Affecting Compensation
- Incentive Compensation Systems

- Executive Compensation
- Employee Benefit Programs
- Managing Employee Benefit Programs
- Evaluating Compensation
- Compensation Laws and Regulations

Unit 5: Employee Relations and Involvement

- Employee Relations
- Employee Engagement
- Employee Involvement Strategies
- Diversity and Inclusion
- Grievance Systems
- Employee Discipline Systems
- Workforce Behavior Problems
- Organizational Exit
- Risk Management
- Safety
- Employee Health
- Security

Exam & Certification

Eligibility Requirements

- Have at least one year of experience in a professional-level HR position + a master's degree or global equivalent,
- Have at least two years of experience in a professional-level HR position + a bachelor's degree or global equivalent, OR
- Have at least four years of experience in a professional-level HR position + a high school diploma or global equivalent.

Exam Format

- Exam time: 3 hrs. 15 minutes
- Exam questions: 145 scored questions (mostly multiple-choice) + 25 pretest questions
- Language: English
- Exam method: Computer-based exam

Exam will be from Pearson VUE

HR Pulse

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

