

3 STEPS To Certification

1 Choose the Certification That's Right for You



Associate Professional in
Human Resources™

Exam Scope

Foundational talent
and HR Know-How in
the U.S.

Eligibility Requirements

High School Diploma or Equivalent
No HR Experience Required



Professional in Human
Resources™

Technical and
operational aspects
of HR practices, laws
and regulations in
the U.S.



or



or



Senior Professional in
Human Resources™

Strategic and
policymaking
aspects of HR
management in
the U.S.



or



or



2 Apply for the Exam

- Create an online account at hrci.org/login.
- Complete the online application.
- Schedule your exam at pearsonvue.com/hrci once you receive eligibility confirmation.

3 Prepare for Your Exam

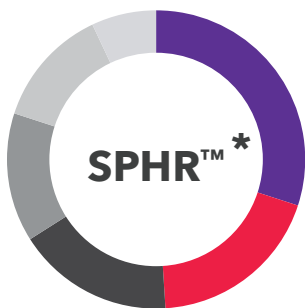
Each exam assesses different levels of knowledge and practice-based experience. You are encouraged to use a variety of study methods and materials when preparing for an HRCI® exam. To maintain the integrity of our accreditation, HRCI does not endorse any particular preparation resource. However, optional preparation materials are available.



- 38% HR Operations
- 16% Employee Relations
- 15% Recruitment and Selection
- 14% Compensation and Benefits
- 12% Human Resource Development and Retention
- 05% Health, Safety, and Security



- 24% Workforce Planning and Employment
- 20% Employee and Labor Relations
- 19% Compensation and Benefits
- 18% Human Resource Development
- 11% Business Management and Strategy
- 08% Risk Management



- 30% Business Management and Strategy
- 19% Human Resource Development
- 17% Workforce Planning and Employment
- 14% Employee and Labor Relations
- 13% Compensation and Benefits
- 07% Risk Management

*The exam content outlines for the PHR and SPHR exams will change effective August 1, 2018. For more details visit hrci.org/ECO.



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