

## Phr Sphr Professional In Human Resources

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sponsored by the human resource certification institute the professional in human resources phr and senior professional in human resources sphr are the foremost nationally recognized certifications in the hr field candidates must have at least two years of exempt level human resource experience to take either exam the phr exam generally covers the technical and operational aspects of hr while the sphr exam focuses more on the strategic and policy issues of the field chapter 1 certifying human resource professionalschapter 2 core knowledge requirements for hr professionalschapter 3 strategic managementchapter 4 workforce planning and employmentchapter 5 human resource developmentchapter 6 compensation and benefitschapter 7 employee and labor relationschapter 8 occupational health safety and security

the 1 book for the leading hr certifications aligned with the updated hrbo™ phr and sphr certifications offered by human resources certification institute hrci have become the industry standard for determining competence in the field of human resources developed by working professionals the phr and sphr credentials demonstrate that recipients are fully competent hr practitioners based on a standard set by workforce peers offering insights into those areas of knowledge and practices specific and necessary to human resource management hrm this study guide covers tasks processes and strategies as detailed in the updated a guide to the human resource body of knowledgetm hrbo™ the study guide breaks down the critical hr topics that you need to understand as you prepare for the exams phr sphr professional in human resources certification study guide fifth edition is the ideal resource for hr professionals seeking to validate their skills and knowledge acquired through years of practical experience as well as for a relative newcomer to the hr field looking to strengthen their resume in this edition of the top selling phr sphr study guide you ll find a practical review of all topics covered on the exams as well as study tools designed to reinforce understanding of key functional areas strengthen the skills you learn with a year of free access to the sybex online learning environment complete with flash cards and practice quizzes to prepare you for exam day business management and strategy workforce planning and employment compensation and

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hr professionals can be either very process and policy driven or too soft and spend too much time listening to employee problems often resulting in not being valued by the business or staff in putting the human back into hr su patel shares the 5 areas hr professionals need to master to be effective in their role

a new breed of hr professional is needed who can offer the sort of effective people management that can change the way organizations work they will first have to resolve the legacy left by an absence of professionalism in people management amongst both operational managers and the hr departments that serve them much of the problems that currently undermine capitalism and governance today can be traced back directly to insufficient attention being paid to the professional management of human capital this text offers an objective scale to gauge levels of professionalism that can be applied to management in any sector paul kearns has also developed a clear 10 step guide for anyone looking to develop their hr professionalism in a practical way with an insightful foreword by professor jeffrey pfeffer and with these tools readers will be encouraged to move away from the old world ineffectiveness of people management by looking towards a new norm and the huge potential it offers for value and wealth suitable for managers and students studying hr professional hr provides the answer for what could be the next iteration of the capitalist system with professional evidence based people management at its heart

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faced with external and internal challenges such as globalization social changes and responsiveness to customers technological development cost containment and structural changes organizations now experience increasing levels of competition evidence has shown a positive relationship between hr practices and business performance outcomes such as increased profitability and productivity indeed hrm practices

influence employee skills through the acquisition and development of human capital also the use of well designed performance management systems and pay for performance incentives are important motivations in the workplace written by hr professionals consultants legal experts and academics with decades of professional experience this volume covers the full spectrum of hrm practices in relation to their strategic contributions to organizations in a hands on and lively fashion it provides up to date hrm knowledge and skills with practical guidelines the purpose of the book is to enhance people management and gain competitive advantage in the fast moving business environment

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