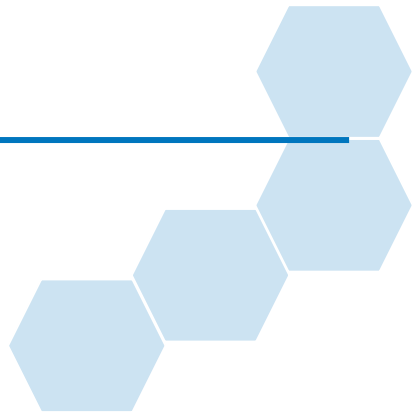


INTRODUCTION TO SHRM LEARNING SYSTEM[®] FOR SHRM-CP/SHRM-SCP



Any student use of these slides is subject to the same License Agreement that governs the student's use of the SHRM Learning System materials.

SHRM BODY OF APPLIED SKILLS AND KNOWLEDGE

The SHRM-CP and SHRM-SCP certifications signify mastery of the HR competencies and knowledge that are defined in the SHRM Body of Applied Skills and Knowledge (BASK).

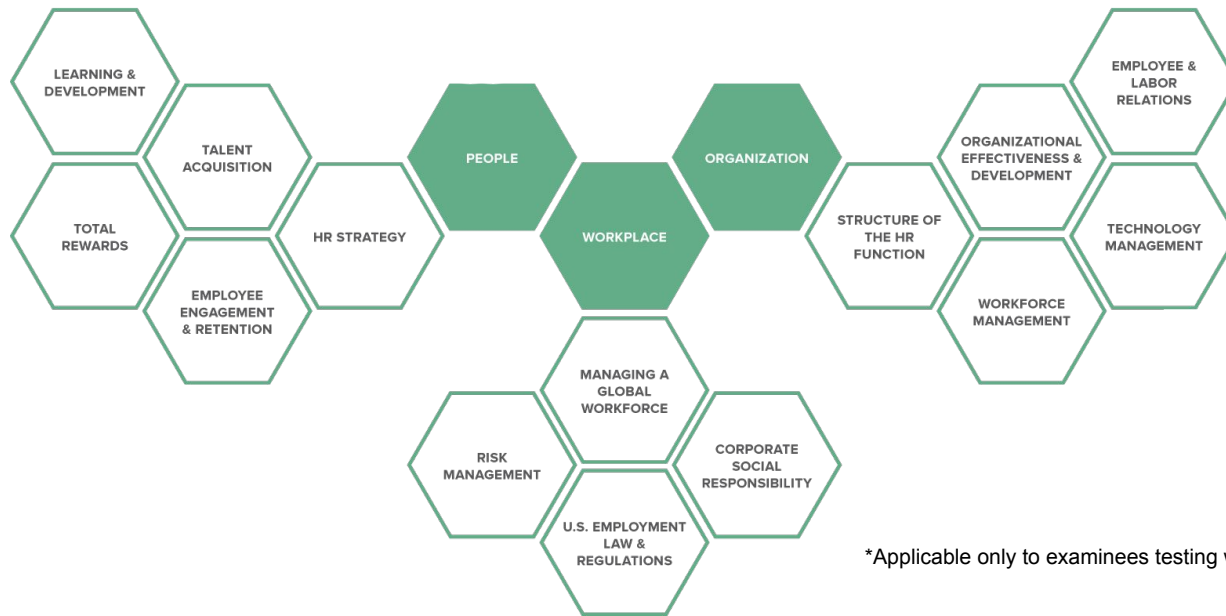


The SHRM BASK is the basis for the SHRM credentials. It:

- Represents the evolution of the SHRM Competency Model.
- Describes the Behavioral Competencies and HR Functional Area knowledge needed for effective job performance.
- Explains what HR professionals need to know and how they apply this expertise to perform effectively in the workplace.

The exams and the SHRM Learning System are built upon this foundation.

The SHRM BASK Technical Competency is **HR Expertise**, knowledge of the principles, practices, and functions of effective HR management. It comprises three knowledge domains made up of 14 HR Functional Areas.



*Applicable only to examinees testing within the U.S.

The nine Behavioral Competencies describe the KSAOs that facilitate knowledge to job-related behaviors.



WHICH CERTIFICATION IS RIGHT FOR YOU?

SHRM-CP

For individuals who:

- Have general HR-related responsibilities primarily in an operational role, such as implementing policies, serving as the HR point of contact, or performing day-to-day HR functions; or
- Have a working knowledge of HR principles and practices; or
- Are pursuing a career in the field.

SHRM-SCP

For individuals who:

- Have at least 3 years of HR work-related experience primarily in a strategic role (developing policies, overseeing the execution of integrated HR operations, directing the entire HR enterprise, or leading the alignment of HR strategies to organizational goals); or
- Are a SHRM-CP, have held the credential for at least 3 years, and have acquired strategic-level work experience or are pursuing a strategic-level role.

See *Certification Handbook* for more information on which certification to pursue.

- Computer-based testing
- Two exam windows
 - Window 1: May 1–July 15, 2023
 - Window 2: December 1, 2023–February 15, 2024
- Two sections on the exam; 3 hours, 40 minutes exam time; administered in two equal halves
- 134 total questions

Breakdown of Testing Time

Confidentiality Reminder	2 minutes
Introduction and Tutorial	10 minutes
Exam—Section 1	110 minutes
Exam—Section 2	110 minutes
Post-Exam Survey	8 minutes

SHRM-CP and SHRM-SCP

- **134 questions**
 - 80 stand-alone Knowledge Items (67 Knowledge Items and 13 Foundational Knowledge Items)
 - 54 Situational Judgment Item

In each of the two sections, questions appear in “clusters.”

Section 1: 20 KI/FKI, 27 SJIs, 20 KI/FKI

Section 2: 20 KI/FKI, 27 SJIs, 20 KI/FKI

24 field-test items are sprinkled across the two halves.

HR-SPECIFIC KNOWLEDGE ITEMS

Cover key concept topics associated with 14 HR Functional Areas.

Examinees receive credit for selecting correct answer to question; otherwise, no credit is awarded.

FOUNDATIONAL KNOWLEDGE ITEMS

Cover key concept topics considered foundational to nine Behavioral Competencies.

Examinees receive credit for selecting correct answer to question; otherwise, no credit is awarded.

SITUATIONAL JUDGEMENT ITEMS

Assess candidates' judgment and decision-making skills.

Examinees are presented with scenarios and asked to choose best strategy to address issues.

FIELD-TEST ITEMS

Allow gathering of data on question's effectiveness before included on future exams as scored item.

Examinees' answers to field-test items do not count toward any part of their exam scores.

DISTRIBUTION OF ITEMS

Behavioral Competency Clusters	Percent of Questions	Item Type
	Leadership—17%	Situational Judgment (40%) Foundational Knowledge (10%)
	Business—16.5%	
	Interpersonal—16.5%	
HR Knowledge Domains (HR Expertise)	Percent of Exam	Item Type
	People—18%	HR-Specific Knowledge (50%)
	Organization—18%	
	Workplace—14%	

Testing options:

- In-person at an authorized testing center
- From home through live remote proctoring

IMPORTANT: Students should be sure to review all information about testing to ensure a successful testing experience.

Students should contact SHRM directly with any questions.

shrmcertification@shrm.org

US 1-800-283-7476

Outside US +1-703-548-3440

- Based on SHRM BASK
- Designed to help students pass exam for both certifications
- Developed with input of global HR professionals
- Online learning system for exam preparation

SHRM 2023
BETTER WORKPLACES
BETTER WORLD™ **SHRM Learning System**

1 Assess 2 Study 3 Pass

Assess

Overview of the SHRM BASK Watch this overview to learn the importance of the SHRM BASK as an HR professional and the role it plays in your certification prep.

Use these tools and resources to assess your baseline knowledge and focus your exam preparation journey.

Take the Pre-test
Determine your baseline knowledge for the recommended study path.

Pre-Test video Understand why taking the Pre-test is a crucial step in tailoring your learning path for a unique study experience.

[Take the Pre-test](#)

RESOURCE
SHRM Learning System Introduction
Review this document to learn important information about the Learning System, the SHRM-CP and SHRM-SCP Certifications as well as excerpts from the BASK.
[Read the Introduction](#)

RESOURCE
SHRM BASK & Acronym List
The SHRM Body of Applied Skills and Knowledge outlines the content of SHRM's certification examinations. The acronym list contains acronyms that may appear on the exams.
[Study the SHRM BASK](#)
[Acronym List](#)

RESOURCE
Ace Your Certification Exam
Review this guide for expert tips to understand, study, practice and pass the SHRM-CP® and SHRM-SCP® certification exams.
[Read the Guide](#)

Four modules:

- Competencies
 - People
 - Organization
 - Workplace
- Content topics are readable via Topic Groups online.
 - Also accessible via downloadable .epub files for access on the go.

- **Navigate through the Learning System with:**
 1. Assess.
 2. Study.
 3. Pass.
- **Study via Content Order or Recommended Order:**
 - Recommended Order is based on pre-test scores.
- **Use all tools in the system:**
 - Reading, flashcards, quizzes.

The screenshot displays the SHRM 2023 Learning System interface. At the top, there are three numbered steps: 1 Assess, 2 Study (highlighted with a blue triangle), and 3 Pass. Below the steps, the 'Study' section is active, showing a progress bar at 0% completion. A navigation menu includes 'Competencies', 'People', 'Organization', and 'Workplace'. The 'Competencies' section is expanded to show 'Leadership & Navigation Competency'. Below this, a list of items is shown with their respective durations:

Item	Duration
Leadership	19 min
Navigating the Organization	9 min
Influencing	13 min
Motivation Theories	5 min

Additional tools available include Quiz, Flashcards, Competency Cluster - Leadership, Leadership CIA #1, and Leadership CIA #2.

- SHRM Learning System—Online Learning Center: learnhrm.partnererc.com
- shrm.org/certification
- prometric.com/shrm
- shrm.org/certification/apply/Pages/testing-options.aspx

The screenshot shows the SHRM website homepage. At the top left is the SHRM logo with the tagline "BETTER WORKPLACES BETTER WORLD™". To the right of the logo is a navigation menu with links for MEMBERSHIP, CERTIFICATION, HR TODAY, RESOURCES, LEARNING, and EVENTS, along with a search icon. Further right are "SIGN IN" and "JOIN NOW" buttons. The main content area features a large heading "BE THE BEST. GET THE BEST." followed by a paragraph: "It's time to prove you're prepared for the pivotal role an HR leader plays in transforming the workplace." Below this is another paragraph: "The SHRM-CP and SHRM-SCP HR certifications measure your ability to apply HR principles to real-life situations. No other exam compares." At the bottom of this section are two buttons: "APPLY NOW" and "RECERTIFY NOW". To the right of the text is a video player showing a woman speaking, with a play button overlay and the hashtag "#myshrmstory" and "shrmcertification.org" visible. Below the main content area is a yellow banner with two columns of text: "UNIVERSALLY APPLICABLE" and "COMPETENCY-BASED".

BE THE BEST. GET THE BEST.

It's time to prove you're prepared for the pivotal role an HR leader plays in transforming the workplace.

The [SHRM-CP](#) and [SHRM-SCP](#) HR certifications measure your ability to apply HR principles to real-life situations. No other exam compares.

[APPLY NOW](#) [RECERTIFY NOW](#)

UNIVERSALLY APPLICABLE

The SHRM-CP® and SHRM-SCP® are recognized and valued by employers across the globe in all industries as the premiere human resources certifications.

COMPETENCY-BASED

This first-ever behavioral competency-based HR certification focuses on the core set of competencies and knowledge outlined in the SHRM Body of Applied Skills and Knowledge™ (SHRM BASK™).