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Course Name

SPHRI/PHRI Certificate - Exam Preparation Course

Sector Name

Internationally Certified Training Programs

Document Type

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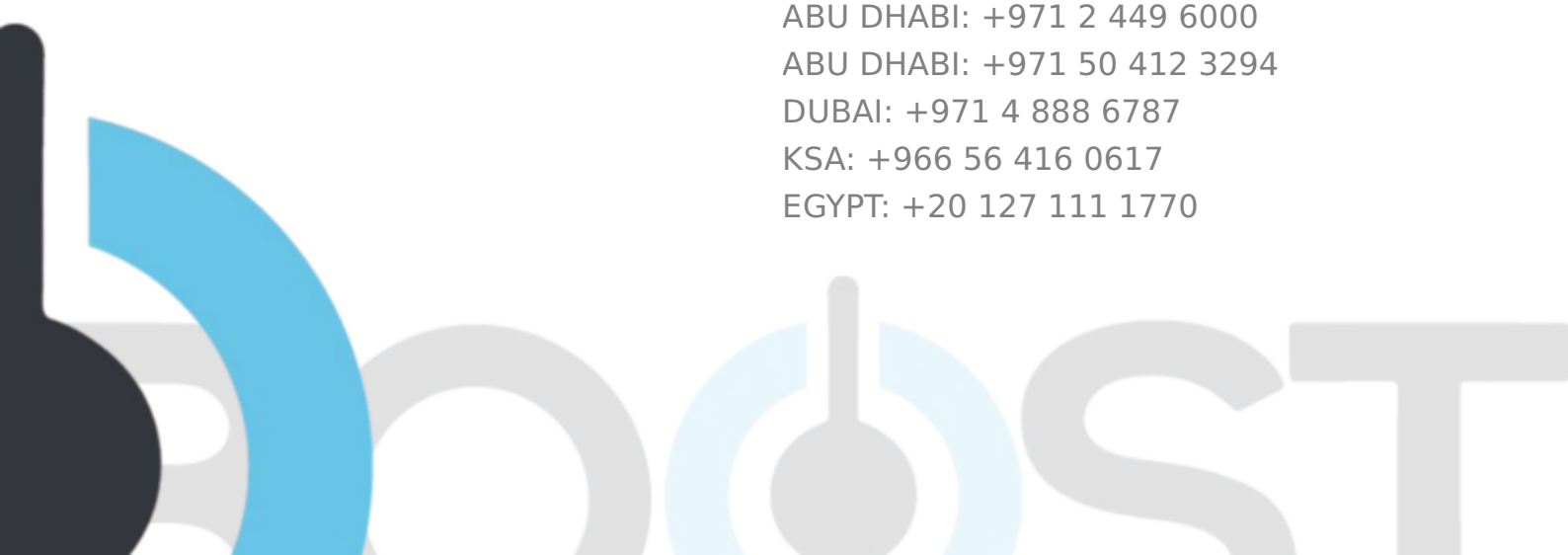
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SPHRi/PHRi Certificate - Exam Preparation Course

Course Introduction

The SPHRi and PHRi certifications are internationally recognized credentials that validate professional knowledge and competence in Human Resource Management practices. Achieving these certifications demonstrates the ability to apply HR principles in real workplace environments and strengthens career growth opportunities for HR professionals across industries.

To support candidates preparing for these globally recognized exams, **BOOST Consulting & Training** has developed the **SPHRi/PHRi Certificate - Exam Preparation Course**. This program is designed to help participants successfully pass the SPHRi or PHRi certification exams through a structured and focused review of the full exam body of knowledge.

The course provides a comprehensive understanding of key HR domains, includes exam-style practice questions, and introduces proven exam techniques. Participants will enhance their HR knowledge in areas such as strategic HR management, workforce planning, talent acquisition, employee relations, learning and development, total rewards, HR compliance, and performance management—while strengthening their ability to manage time,

analyze exam questions, and apply HR concepts in scenario-based exam formats.

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Target Audience

- ✓ HR officers, generalists, and HR business partners
- ✓ HR supervisors and HR managers
- ✓ Talent management and organizational development professionals
- ✓ Recruitment and workforce planning specialists
- ✓ Compensation and benefits professionals
- ✓ Learning and development professionals
- ✓ HR professionals seeking international certification recognition

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Learning Objectives

- ✓ Understand the SPHRi/PHRi exam structure, domains, and question formats
- ✓ Review and strengthen knowledge across core HR functional and strategic areas
- ✓ Apply HR best practices in workforce planning, recruitment, onboarding, and retention
- ✓ Understand performance management systems, employee engagement, and labor relations concepts
- ✓ Apply learning and development frameworks, talent management, and succession planning approaches
- ✓ Understand compensation, benefits, and total rewards strategies
- ✓ Strengthen HR governance, ethics, and compliance knowledge within organizational environments
- ✓ Practice exam-style questions and improve accuracy in scenario-based HR problem solving
- ✓ Apply time management and exam techniques to increase certification success rates

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Course Outline

✓ DAY 01

Exam Overview + Strategic HR Management and HR Leadership

- ✓ Overview of SPHRi and PHRi certification exams
- ✓ Exam structure, domains, and scoring approach
- ✓ Strategic HR management concepts
- ✓ HR's role in organizational strategy and business alignment
- ✓ Leadership, ethics, and professional responsibility in HR
- ✓ Practice questions and exam technique tips

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Course Outline

✓ Day 02

Workforce Planning, Talent Acquisition, and HR Planning Tools

- ✓ Workforce planning and forecasting concepts
- ✓ Recruitment and selection best practices
- ✓ Onboarding and retention strategies
- ✓ Job analysis and competency frameworks
- ✓ HR planning tools and metrics
- ✓ Practice exam-style questions and review

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Course Outline

✓ Day 03

Learning & Development, Talent Management, and Performance Management

- ✓ Learning and development frameworks
- ✓ Training needs analysis and evaluation
- ✓ Talent management and succession planning
- ✓ Performance management systems and appraisal methods
- ✓ Employee engagement and development strategies
- ✓ Scenario-based practice questions

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Course Outline

✓ Day 04

Total Rewards (Compensation & Benefits) + Employee Relations

- ✓ Compensation strategies and pay structures
- ✓ Benefits programs and reward philosophies
- ✓ Incentives and recognition programs
- ✓ Employee relations concepts and workplace policies
- ✓ Managing workplace issues and engagement
- ✓ Practice questions and domain review

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Course Outline

✓ Day 05

HR Compliance, Ethics, Risk Management + Full Mock Exam & Review

- ✓ HR compliance and governance principles
- ✓ Workplace ethics and professional conduct
- ✓ HR risk management and internal controls
- ✓ Review of key exam domains
- ✓ Full mock exam simulation

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 7, 2027	June 11, 2027	5 days	4250.00 \$	UAE , Abu Dhabi

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