

Senior Professional in Human  
Resources – International

**SPHRI<sup>TM</sup>**

**Training Course**

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## › Why Bakkah?

Bakkah Learning is a leading company in the training field, with a team of carefully acquired experts in different spectrums of business to support learners in their journey to achieve professionalism and better opportunities in life.



### CONTENT

- Designed by Experts
- Update you about the hottest topics in business world.



### PARTNERSHIPS

- Exclusive Partnerships with International Accreditation Bodies like PMI



### 24/7 TECHNICAL SUPPORT

- Ready to answer your inquiries and handle your requests.



### FLEXIBLE DELIVERY METHODS

- Live Online
- Self Study
- Classroom

Bakkah in Numbers



**32,000+**  
Capabilities  
Built



**320+**  
Clients



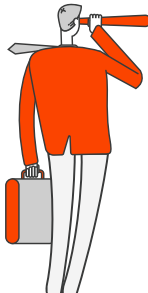
**600+**  
Engagements



**134+**  
Consultants &  
Instructors



**2,100+**  
Sessions



# About the Course

- The SPHRI™ course, accredited by HRCI (Human Resource Certification Institute), empowers HR professionals with advanced skills and knowledge, opening doors to career growth. Enhance your expertise in HR operations, talent acquisition, employee relations, compensation, and benefits. Gain recognition from HRCI, a globally recognized accreditation body, boosting your professional credibility. Elevate your HR career with the SPHRI™ course.

## › Why Earn an SPHRI™ Badge?





07

**Organizational Impact:**  
Drive business success through strategic HR initiatives.



## Who Needs this Badge?

01

Human resource experts

02

Anyone interested in getting to know more about human resources functions

03

Experienced managers

04

Professionals working in human resources who are interested in professional development and progress in their careers

05

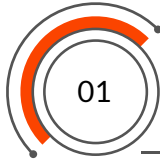
Mid-level managers want to upgrade



# Course Objectives:

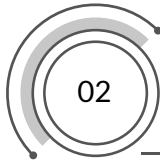


By completing the SPHRi course, you'll gain expertise in:



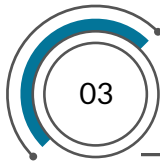
## **HR Functions:**

Master various HR functions and their strategic implications.



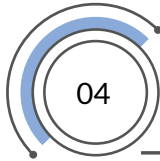
## **Strategic Decision-Making:**

Make informed HR decisions aligned with organizational goals.



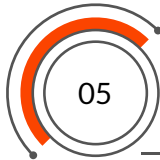
## **Legal Compliance:**

Ensure compliance with HR laws and mitigate legal risks.



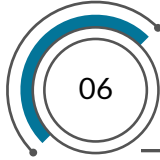
## **Talent Acquisition and Retention:**

Implement effective strategies for attracting and retaining top talent.



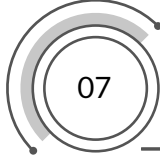
## **Performance Management:**

Establish systems to enhance employee productivity and engagement.



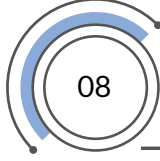
## **Employee Relations:**

Build positive relationships and resolve workplace conflicts.



## **Compensation and Benefits:**

Design competitive compensation and benefits packages.



## **HR Metrics and Analytics:**

Utilize data-driven insights for evidence-based decision-making.



## **Ethical Leadership:**

Lead with integrity and uphold ethical standards.

# Exam Details

## SPHRI™ Exam Eligibility Requirements

- a minimum of 4 years of experience in a professional-level HR position + a Master's degree or global equivalent
- a minimum of 5 years of experience in a professional-level HR position + a Bachelor's degree or global equivalent
- a minimum of 7 years of experience in a professional-level HR position + a high school diploma or global equivalent

The exam will be from **Pearson VUE**

## SPHRI™ Certification Exam Format

- Exam time: 2 hrs 45 minutes
- Exam questions: 140 questions
- Exam method: Computer-based exam

# Course Outlines

## HR as a Business Leader

- ✓ Business Management
- ✓ Strategic Management
- ✓ Internal Analysis
- ✓ External Analysis
- ✓ Strategic Human Resources

## HR Service Delivery

- ✓ HR Planning and Staffing
- ✓ Recruitment and Selection
- ✓ Retention and Separation
- ✓ Compensation and Benefits

## People Development and Talent Management

- ✓ Organizational Development
- ✓ Performance Management
- ✓ Training and Development
- ✓ Employee Relations
- ✓ Talent Management

## Measurement

- ✓ Measurement Methods
- ✓ Balanced Scorecard
- ✓ HR Measures
- ✓ Performance Measures



