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For Immediate Release

HR CERTIFICATION INSTITUTE UPDATES BODY OF KNOWLEDGE FOR PHR AND SPHR EXAMS

Body of Knowledge Defines Certification Exam Content, Updated Every Five Years to Address Advances in the Practice of Human Resources

Alexandria, Va. – November 18, 2011 – The HR Certification Institute (the Institute) announced today that it has updated the body of knowledge upon which it bases its certification exams. The Institute draws upon the expertise and experience of leading HR professionals to update the body of knowledge for its Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), Global Professional in Human Resources (GPHR®) and California certifications in cycles of approximately five years for each credential.

“We hold NCCA accreditation for our certifications, so we have a very exacting and thorough process for updating our body of knowledge,” said Linda Anguish, SPHR, GPHR and director of credentialing products and services. “We utilize a committee of HR professionals who have extensively researched HR tasks and the knowledge required to perform those tasks to create the body of knowledge. In a fast-changing and ever-evolving field such as ours, this is necessary to ensure that our certifications continue to be relevant and valuable to those who hold them.”

Anguish said that creation of the body of knowledge begins with a review of journal articles and job descriptions, as well as one-on-one interviews with HR professionals, to determine HR practice trends. Once a 10-person committee of HR subject-matter experts is selected to write the body of knowledge, it conducts research through a [practice analysis study](#), which is grouped into the following stages:

- Validation survey of more than 1,000 HR professionals to rate how frequently they perform each task in the body of knowledge and to rate the importance of each task and knowledge statement in their day-to-day job duties
- Review of the survey results by the task force to remove unimportant tasks and knowledge statements
- Review and approval of the recommended body of knowledge by the Institute’s Board of Directors

“The creation of the body of knowledge relies heavily on the input and feedback of the people who understand the profession best – HR practitioners,” said Anguish. “It is truly an ongoing process because between these intensive studies, we are continually updating our exam content as we see changes take place in the field.”

According to Anguish, the basic structure of six functional areas for both the [PHR and SPHR Bodies of Knowledge](#) has remained. Changes that will be incorporated include changing Functional Area 01 from Strategic Management to Business Management & Strategy and changing Functional Area 04 from Total Rewards to Compensation & Benefits

“In addition to changing the names of two of the exams’ functional areas, we have added new tasks and knowledge to the exams to include business plan development and execution, policies addressing electronic media use, executive coaching regarding talent management and the cost/benefit analysis of HR projects,” said Anguish. “A few of the tasks will be covered only on the SPHR exam, and several others only on the PHR exam, based on survey results that told us who was primarily performing those tasks.”

The revised Body of Knowledge for the PHR and SPHR exams will go into effect for exams beginning in May 2012.

About the HR Certification Institute

The HR Certification Institute, established in 1976, is an internationally recognized certifying organization for the Human Resource profession. Today, more than 115,000 HR professionals in 80 countries proudly maintain the HR Certification Institute’s credentials as a mark of high professional distinction. The HR Certification Institute is a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles. The HR Certification Institute awards the following credentials: Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), Global Professional in Human Resources (GPHR®), and California Certifications. Visit www.hrci.org.

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