SHRM-CP vs SHRM-SCP Certification All-in-One Exam Guide

The Society for Human Resource Management (SHRM) is a global professional association for human resource professionals. SHRM offers two professional certification programs: the SHRM Certified Professional (SHRM-CP) and the SHRM Senior Certified Professional (SHRM-SCP).

The SHRM-CP is a mid-level certification that is designed for HR professionals with 3-5 years of experience. The SHRM-SCP is a senior-level certification that is designed for HR professionals with 7-10 years of experience.

Both the SHRM-CP and SHRM-SCP exams are challenging, but they are also achievable with the right preparation. This guide will provide you with everything you need to know about the SHRM-CP and SHRM-SCP exams, including the:

SHRM-CP/SHRM-SCP Certification All-in-One Exam Guide (All in One) by Dory Willer

★★★★☆ 4.5 out of 5

Language	: English
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Text-to-Speech	: Enabled
Screen Reader	: Supported
Enhanced typesetting	: Enabled
Word Wise	: Enabled
Print length	: 688 pages

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- Test format

- Content

- Passing scores

- Study materials

- Registration process

- Exam day tips

The SHRM-CP and SHRM-SCP exams are both multiple-choice exams. The SHRM-CP exam consists of 160 questions, and the SHRM-SCP exam consists of 175 questions. Both exams are timed, and you will have 3 hours to complete the exam.

The questions on the SHRM-CP and SHRM-SCP exams are based on the SHRM Body of Competency and Knowledge (BoCK). The BoCK is a comprehensive guide to the knowledge and skills that HR professionals need to be successful in their field.

The BoCK is divided into four domains:

- People

- Organization

- Workplace

- Strategy

The questions on the SHRM-CP and SHRM-SCP exams are evenly distributed across the four domains.

The content of the SHRM-CP and SHRM-SCP exams is based on the SHRM BoCK. The BoCK is divided into four domains:

People

This domain covers the knowledge and skills that HR professionals need to manage people effectively. Topics covered in this domain include:

- Employee relations

- Workforce planning

- Performance management

- Compensation and benefits

- Training and development

Organization

This domain covers the knowledge and skills that HR professionals need to manage an organization effectively. Topics covered in this domain include:

- HR strategy

- Organizational structure

- Change management

- Risk management

- Compliance

Workplace

This domain covers the knowledge and skills that HR professionals need to create a positive and productive workplace. Topics covered in this domain include:

- Diversity and inclusion
- Health and safety
- Employee engagement
- Labor relations
- Work-life balance

Strategy

This domain covers the knowledge and skills that HR professionals need to align HR with the strategic goals of the organization. Topics covered in this domain include:

- Talent management
- Leadership development
- Succession planning
- Global HR
- Corporate social responsibility

The passing score for the SHRM-CP exam is 70%. The passing score for the SHRM-SCP exam is 75%.

There are a variety of study materials available to help you prepare for the SHRM-CP and SHRM-SCP exams. These materials include:

- SHRM Learning System

- SHRM Books

- SHRM Online Courses

- SHRM Seminars

- Practice Exams

The SHRM Learning System is a comprehensive online study program that includes everything you need to prepare for the SHRM-CP and SHRM-SCP exams. The program includes:

- Video lessons

- Practice questions

- Flashcards

- Study guides

The SHRM Books are a series of books that cover the content of the SHRM-CP and SHRM-SCP exams. The books are written by HR experts and are a valuable resource for anyone preparing for the exams.

The SHRM Online Courses are a series of online courses that cover the content of the SHRM-CP and SHRM-SCP exams. The courses are taught by HR experts and are a flexible and convenient way to prepare for the exams.

The SHRM Seminars are a series of live seminars that cover the content of the SHRM-CP and SHRM-SCP exams. The seminars are taught by HR experts and are a great way to get in-depth review of the material.

Practice Exams are a great way to test your knowledge of the material and identify areas where you need to improve. There are a variety of practice exams available, both free and paid.

To register for the SHRM-CP or SHRM-SCP exam, you will need to create an account on the SHRM website. Once you have created an account, you can register for the exam by following these steps:

1. Click on the "Certifications" tab.

2. Select the "Exam Registration" link.

3. Choose the exam you want to register for.

4. Enter your personal information and payment information.

5. Click the "Submit" button.

Here are a few tips to help you succeed on the SHRM-CP or SHRM-SCP exam:

- Arrive at the exam site early.

- Bring a photo ID and a calculator.

- Read the instructions carefully before starting the exam.

- Pace yourself and don't spend too much time on any one question.

- If you don't know the answer to a question, skip it and come back to it later.

- Be sure to review all of your answers before submitting the exam.

The SHRM-CP and SHRM-SCP exams are challenging, but they are also achievable with the right preparation. By following the tips in this guide, you can increase your chances of success on the exam and earn your HR certification.

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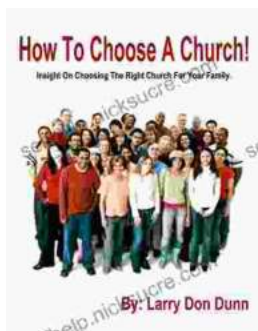
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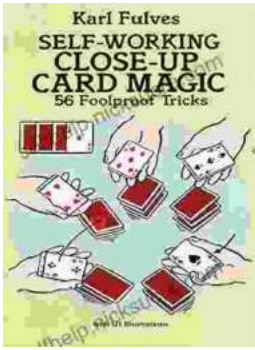
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