bakkah

The Professional in
HR – International

PHRi™

Training Course

Certification provided by **HRCI**
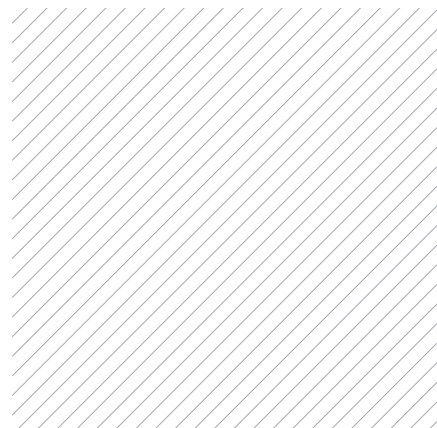
❯ Why Bakkah?

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
- Aligned with today's business world topics

PARTNERSHIPS
- Exclusive Partnerships with International Accreditation Bodies, like HRCI

24/7 TECHNICAL SUPPORT
- Ready to answer your inquiries and handle your requests.

FLEXIBLE DELIVERY METHODS
- Live Online
- Self Study
- Classroom

32,000+
Capabilities
Built

320+
Cilents

600+
Engagements

134+
Consultants &
Instructors

2,100+
Sessions

About the Course

The PHRi (Professional in Human Resources - International) course, accredited by HRCI (Human Resource Certification Institute), is a comprehensive training program for HR professionals. Covering recruitment, employee relations, compensation, HR development, and labor laws, it enhances knowledge and skills in global HR management. Completion of the PHRi course demonstrates expertise, boosts career prospects, and opens doors to advancement.

› Why Earn a PHRi™ Badge?

01 Industry recognition and credibility.

02 Increased career opportunities and advancement.

03 Comprehensive knowledge and skills in global HR management.

04 Competitive edge in the job market.

05 Networking and community of HR professionals.

Who Needs this badge?

01   Human resource experts.

02   Those who are interested in getting to know more about HR functions.

03   Experienced managers and beginners.

04   Professionals working in HR who are interested in professional development in their careers.
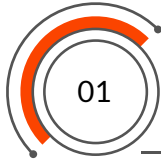
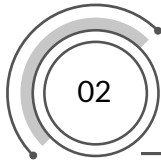**03**   Mid-level managers want to upgrade.

Course Objectives:
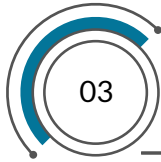
By the end of this course, you'll be able to:
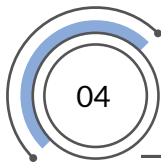
01 Understand workforce planning.

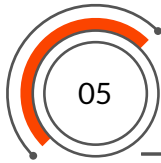**02** Establish effective recruitment processes with reliable assessment methods.

03 Choose appropriate business and compensation philosophies.
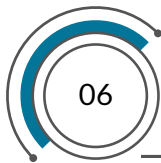
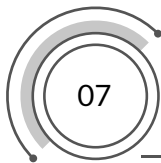**04** Plan individual differentiation based on team KPIs.

05 Design employee incentive programs.

06 Maintain performance planning and monitoring for team productivity.

07 PHRi accreditation by HRCI boosts organizational trust in hiring you.

Exam Details

PHRi™ Certification Exam Eligibility Requirements:

- Have at least one year of experience in a professional-level HR position + a master's degree or global equivalent, OR
- Have at least two years of experience in a professional-level HR position + a bachelor's degree or global equivalent, OR
- Have at least four years of experience in a professional-level HR position + a high school diploma or global equivalent.

Please note that you can land on the Pearson VUE main website to book your exam and you can check more information on HRCI exams on their website.

PHRi™ Certification Exam Format

- Exam time: 2 hrs. 15 minutes
- Exam questions: 115 questions
- Language: English
- Exam method: Computer-based exam

Course Outlines

Business Management

- Business Environment & Industry Best Practices.
- Cross Functional Stakeholder Engagement.
- Risk Management.
- Metrics and Data Interpretation.
- Organizational Culture.

Workforce Planning and Talent Acquisition

- Legal & Ethical Requirements.
- Sourcing Methods and Techniques.
- Talent Selection and Onboarding.

Learning and Development

- Career Development & Training Programs.
- Succession Planning.
- Workplace Essential L&D Programs.

Total Rewards

- Direct Compensation.
- Indirect Compensation.
- Non-monetary Rewards.
- Monitor, Sustain, Comp & Ben Programs.

Course Outlines

Employee Engagement

- Functional Effectiveness.
- Programs to Enhance Engagement.
- Performance Management Support.
- Performance Improvement Support.
- Involuntary Exit Support.

Employee and Labor Relations

- DEI.
- Health, Safety, Security, and Privacy.
- Organizational Policies and Procedures.
- Investigations & Conflict Management.
- Techniques & Tools for Positive ELR.

HR Information Management

- Human Resource Information System.
- HR Reports and Data Analytics.
- Information Privacy & Security.

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