

Senior Professional in Human
Resources – International

SPHRI™

Training Course

› 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

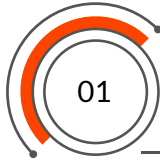
Mid-level managers want to upgrade



Course Objectives:

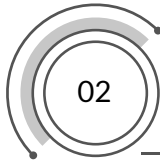


By completing the SPHRi course, you'll gain expertise in:



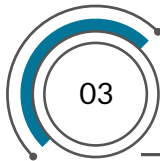
HR Functions:

Master various HR functions and their strategic implications.



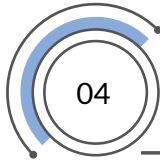
Strategic Decision-Making:

Make informed HR decisions aligned with organizational goals.



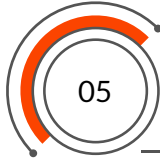
Legal Compliance:

Ensure compliance with HR laws and mitigate legal risks.



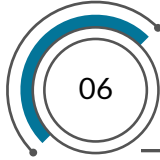
Talent Acquisition and Retention:

Implement effective strategies for attracting and retaining top talent.



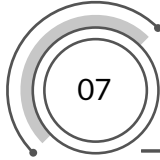
Performance Management:

Establish systems to enhance employee productivity and engagement.



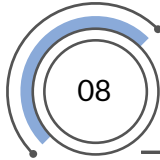
Employee Relations:

Build positive relationships and resolve workplace conflicts.



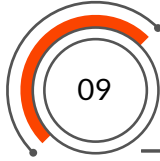
Compensation and Benefits:

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
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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

Leadership and Strategy

- ✔ Strategic Alignment & Planning.
- ✔ Risk Management & Impact Analysis.
- ✔ Business Acumen and HR Metrics.
- ✔ Shaping & Reinforcing Organizational Culture.
- ✔ Change Management & Strategy Alignment.
- ✔ Legal & Regulatory Compliance.

Workforce Planning and Talent Acquisition

- ✔ Forecasting Organizational Talent Needs.
- ✔ Recruitment Strategies.
- ✔ Onboarding & Cultural Integration Strategies.

Talent Management

- ✔ Workforce Development Programs.
- ✔ Employee Growth & Leadership Development.
- ✔ Performance Management.
- ✔ Employee Engagement Satisfaction & Retention.
- ✔ Employees Return Policies and Processes.
- ✔ Labor Relations.
- ✔ Employee Offboarding.

Course Outlines

Total Rewards


- ✓ Total Rewards Philosophy & Communication Strategy.
- ✓ Compensation Strategies.
- ✓ Benefit Strategies.
- ✓ Employee Recognition Programs.

HR Information Management, Safety, and Security

- ✓ HR Data Privacy and Security.
- ✓ Employee Safety and Security.
- ✓ HR Digitalization Initiatives.



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