

## PHR/SPHR 12 WEEK STUDY SCHEDULE: 2026 HRCP Program - [www.hrcp.com](http://www.hrcp.com)

DAY	✓	UNIT & PAGE #	SECTION	# OF PAGES	TOPICS
		Read: <i>Guide for Successful Exam Preparation</i>			Found on the MY HRCP page under the Online Books tab
		Take: Pre-Test			Score:
<b>WEEK ONE</b>					
M		Unit 1: 2-17	1.1 - 1.1.7	16	1.1 Strategic Human Resource Management (Answer Self-assessment)
T		Unit 1: 20-39	1.2 - 1.2.6	20	1.2 Organizational Strategy (Answer Self-assessment)
W		Unit 1: 42-54	1.3- 1.3.4	13	1.3 HR Control and Evaluation (Answer Self-assessment)
TH		Unit 1: 58-71	1.4 - 1.4.4	14	1.4 HR Technology and Communication (Answer Self-assessment)
F		Unit 1: 74-93	1.5 - 1.5.4	20	1.5 Organizational Environments (Answer Self-assessment)
S		CATCH UP & REVIEW			
<b>WEEK TWO</b>					
M		Unit 1: 96-105	1.6 - 1.6.7	10	1.6 Organizational Design & Development (Answer Self-assessment)
		Unit 1: 108-117	1.7 - 1.7.7	10	1.7 Organizational Culture (Answer Self-assessment)
T		Unit 1: 120-136	1.8 - 1.8.11	17	1.8 Global HR Management (Answer Self-assessment)
W		Unit 1: 140-147	1.9.1 - 1.9.4	8	1.9 Leadership & Management Theories (Answer Self-assessment)
		Unit 1: 150-157	1.10 - 1.10.4	8	1.10 Decision Making (Answer Self-assessment)
TH		Unit 1: 160-177	1.11 - 1.11.4	18	1.11 Ethics (Answer Self-assessment)
F		Unit 1: 180-196	1.12 - 1.12.4	17	1.12 HR Research and Analytics (Answer Self-assessment)
		Review Unit 1 & Take Practice Exams			Scores:
S		CATCH UP & REVIEW			

### WEEK THREE

M	Unit 2: 2-22	2.1 - 2.1.3	21	2.1 Employment Discrimination
T	Unit 2: 22-38	2.1.4 - 2.1.9	17	2.1 Employment Discrimination (cont)
W	Unit 2: 38-44	2.1.10 - 2.1.11	7	2.1 Employment Discrimination (cont) (Answer Self-assessment)
	Unit 2: 46-61	2.2 - 2.2.4	16	2.2 Human Resource Planning
TH	Unit 2: 61-70	2.2.5	10	2.2 Human Resource Planning (cont) (Answer Self-assessment)
	Unit 2: 74-83	2.3.1 - 2.3.7	10	2.3 Job Analysis, Description, and Specification (Answer Self-assessment)
F	Unit 2: 86-102	2.4 - 2.4.5	17	2.4 Recruitment (Answer Self-assessment)
S	CATCH UP & REVIEW			

### WEEK FOUR

M	Unit 2: 104-120	2.5 - 2.5.5	17	2.5 Selection
T	Unit 2: 120-137	2.5.6 - 2.5.7	18	2.5 Selection (cont)
W	Unit 2: 137-152	2.5.8 - 2.5.13	16	2.5 Selection (cont) (Answer Self-assessment)
TH	<b>Review Unit 2 &amp; Take Practice Exams</b>			<b>Scores:</b>
F	Unit 3: 2-17	3.1 - 3.1.4	16	3.1 Training and Development in the Organization (Answer Self-assessment)
S	CATCH UP & REVIEW			

### WEEK FIVE

M	Unit 3: 20-41	3.2 - 3.2.3	22	3.2 Principles of Training and Development (Answer Self-assessment)
T	Unit 3: 44-63	3.3 - 3.3.5	20	3.3 Training and Development Techniques (Answer Self-assessment)
W	Unit 3: 66-71	3.4 - 3.4.2	6	3.4 Presenting the Training: Delivery (Answer Self-assessment)
	Unit 3: 74-84	3.5 - 3.5.4	11	3.5 Evaluation of Training Effectiveness (Answer Self-assessment)
TH	Unit 3: 86-108	3.6.1 - 3.6.5	23	3.6 Talent Management Programs
F	Unit 3: 108-112	3.6.6 - 3.6.8	5	3.6 Talent Management Programs (cont) (Answer Self-assessment)
	Unit 3: 114-122	3.7 - 3.7.4	9	3.7 Performance Management
S	CATCH UP & REVIEW			

## WEEK SIX

M	Unit 3: 122-136	3.7.5 - 3.7.7	15	3.7 Performance Management
T	Unit 3: 136-145	3.7.8 - 3.7.11	10	3.7 Performance Management (cont) (Answer Self-assessment)
W	Unit 3: 148-164	3.8 - 3.8.9	17	3.8 Change Management (Answer Self-assessment)
TH	Unit 3: 166-178	3.9 - 3.9.4	13	3.9 Organizational Development Interventions (Answer Self-assessment)
	Unit 3: 180-185	3.10 - 3.10.3	6	3.10 Employee Retention
<b>Review Unit 3 &amp; Take Practice Exams</b>		<b>Scores:</b>		
F	Unit 4: 2-13	4.1 - 4.1.5	12	4.1 Total Rewards: Financial and Non-financial (Answer Self-assessment)
S	CATCH UP & REVIEW			

## WEEK SEVEN

M	Unit 4: 16-21	4.2 - 4.2.4	6	4.2 The Wage-Level Decision (Answer Self-assessment)
	Unit 4: 24-34	4.3 - 4.3.5	11	4.3 Job Evaluation Methods (Answer Self-assessment)
T	Unit 4: 36-47	4.4 - 4.4.8	12	4.4 Job Pricing and Pay Rate Administration(Answer Self-assessment)
	Unit 4: 50-54	4.5.1 - 4.5.6	5	4.5 Economic Factors Affecting Compensation (Answer Self-assessment)
W	Unit 4: 56-73	4.6 - 4.6.2	18	4.6 Incentive Compensation Systems
TH	Unit 4: 73-84	4.6.3 - 4.6.8	12	4.6 Incentive Compensation Systems (cont)(Answer Self-assessment)
F	Unit 4: 86-95	4.7 - 4.7.6	10	4.7 Executive Compensation (Answer Self-assessment)
S	CATCH UP & REVIEW			

## WEEK EIGHT

M	Unit 4: 98-122	4.8 - 4.8.9	25	4.8 Compensation Laws and Regulations (Answer Self-assessment)
T	Unit 4: 124-137	4.9 - 4.9.4	14	4.9 Employee Benefit Programs
W	Unit 4: 137-151	4.9.5 - 4.9.9	15	4.9 Employee Benefit Programs (cont)(Answer Self-assessment)
TH	Unit 4: 154-163	4.10 - 4.10.2	10	4.10 Health Care Benefits (Answer Self-assessment)
	Unit 4: 166-173	4.11 - 4.11.5	8	4.11 Managing Employee Benefit Programs (Answer Self-assessment)
F	Unit 4: 176-198	4.12 - 4.12.9	23	4.12 Benefits Laws and Regulations (Answer Self-assessment)
S	CATCH UP & REVIEW			

### WEEK NINE

M	Unit 4: 202-206 <b>Review Unit 4 &amp; Take Practice Exams</b>	4.13 - 4.13.2	5	4.13 Evaluating Strategy & Program Effectiveness (Answer Self-assessment) <b>Scores:</b>
T	Unit 5: 2-3 Unit 5: 6-16	5.1 5.2 - 5.2.5	2 11	5.1 Employee Relations (Answer Self-assessment) 5.2 Employee Engagement (Answer Self-assessment)
W	Unit 5: 18-32	5.3 - 5.3.8	15	5.3 Employee Involvement Strategies (Answer Self-assessment)
TH	Unit 5: 36-41 Unit 5: 44-53	5.4 - 5.4.2 5.5 - 5.5.5	6 10	5.4 Inclusion and Belonging (Answer Self-assessment) 5.5 Labor Relations (Answer Self-assessment)
F	Unit 5: 56-67	5.6 - 5.6.6	12	5.6 Union Representation of Employees (Answer Self-assessment)
S	CATCH UP & REVIEW			

### WEEK TEN

M	Unit 5: 70-77 Unit 5: 80-90	5.7 - 5.7.4 5.8-5.8.6	8 11	5.7 Employer Unfair Labor Practices (Answer Self-assessment) 5.8 Union Unfair Labor Practices and Strikes (Answer Self-assessment)
T	Unit 5: 92-103 Unit 5: 106-109 Unit 5: 112-114	5.9 - 5.9.9 5.10 - 5.10.3 5.11-5.11.4	12 4 3	5.9 Collective Bargaining (Answer Self-assessment) 5.10 Maintaining Nonunion Status (Answer Self-assessment) 5.11 Public Sector Labor Relations (Answer Self-assessment)
W	Unit 5: 116-129	5.12 - 5.12.5	14	5.12 Grievance Systems (Answer Self-assessment)
TH	Unit 5: 132-144	5.13 - 5.13.5	13	5.13 Employee Discipline Systems (Answer Self-assessment)
F	Unit 5: 146-155	5.14 - 5.14.6	10	5.14 Individual Employment Rights (Answer Self-assessment)
S	CATCH UP & REVIEW			

### WEEK ELEVEN

M	Unit 5: 158-173	5.15 - 5.15.7	16	5.15 Workforce Behavior Problems (Answer Self-assessment)
T	Unit 5: 176-185 <b>Review Unit 5 &amp; Take Practice Exams</b>	5.16 - 5.16.5	10	5.16 Organizational Exit (Answer Self-assessment) <b>Scores:</b>
W	Unit 6: 2-3 Unit 6: 6-21	6.1 - 6.1.1 6.2 - 6.2.4	2 16	6.1 Risk Management (Answer Self-assessment) 6.2 Safety
TH	Unit 6: 21-31	6.2.5 - 6.2.7	11	6.2 Safety (cont) (Answer Self-assessment)
F	Unit 6: 34-51	6.3 - 6.3.5	18	6.3 Health
S	CATCH UP & REVIEW			

WEEK TWELVE					
M		Unit 6: 51-64	6.3.6 - 6.3.9	14	6.3 Health (cont) (Answer Self-assessment)
T		Unit 6: 66-86	6.4 - 6.4.4	21	6.4 Security
W		Unit 6: 86-100	6.4.5 - 6.4.7	15	6.4 Security (cont) (Answer Self-assessment)
TH		<b>Review Unit 6 &amp; Take Practice Exams</b>			<b>Scores:</b>
F		REVIEW			
S		CATCH UP & REVIEW			
REVIEW TIME					
		REVIEW			
		<b>Take: Timed Comprehensive Exam #1</b>			<b>Scores:</b>
		REVIEW			
		<b>Take: Timed Comprehensive Exam #2</b>			<b>Scores:</b>
		REVIEW			
		<b>Take: Timed Comprehensive Exam #3</b>			<b>Scores:</b>
		REVIEW			
		<b>Take: Situational-Judgement Practice Test</b>			<b>Scores:</b>
		REVIEW			
		<b>Take: Official Exam as Scheduled</b>			<b>PASS EXAM!!!</b>