

## PHR/SPHR 8 WEEK STUDY SCHEDULE: 2024 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
		<b>Take: Pre-Test</b>			<b>Score:</b>
<b>WEEK ONE</b>					
M		Unit 1: 2-17 Unit 1: 20-39	1.1 - 1.1.7 1.2 - 1.2.6	16 20	1.1 Strategic Human Resource Management (Answer Self-assessment) 1.2 Organizational Strategy (Answer Self-assessment)
T		Unit 1: 42-54 Unit 1: 56-68	1.3 - 1.3.4 1.4 - 1.4.4	13 13	1.3 HR Control and Evaluation (Answer Self-assessment) 1.4 HR Technology and Communication (Answer Self-assessment)
W		Unit 1: 70-89	1.5 - 1.5.4	20	1.5 Organizational Environments (Answer Self-assessment)
TH		Unit 1: 92-101 Unit 1: 104-113	1.6 - 1.6.7 1.7 - 1.7.7	10 10	1.6 Organizational Design & Development (Answer Self-assessment) 1.7 Organizational Culture (Answer Self-assessment)
F		Unit 1: 116-132 Unit 1: 134-143	1.8 - 1.8.11 1.9 - 1.9.4	17 10	1.8 Global HR Management (Answer Self-assessment) 1.9 Leadership & Management Theories (Answer Self-assessment)
S		CATCH UP & REVIEW			
<b>WEEK TWO</b>					
M		Unit 1: 146-153 Unit 1: 156-173	1.10 - 1.10.4 1.11 - 1.11.4	8 18	1.10 Decision Making (Answer Self-assessment) 1.11 Ethics (Answer Self-assessment)
T		Unit 1: 176-192 <b>Review Unit 1 &amp; Take Practice Exams</b>	1.12 - 1.12.4	17	1.12 HR Research and Analytics (Answer Self-assessment) <b>Score:</b>
W		Unit 2: 2-29	2.1 - 2.1.4	28	2.1 Employment Discrimination
TH		Unit 2: 28-50	2.1.5 - 2.1.11	23	2.1 Employment Discrimination (cont) (Answer Self-assessment)
F		Unit 2: 54-79	2.2 - 2.2.5	26	2.2 Human Resource Planning (Answer Self-assessment)
S		CATCH UP & REVIEW			
<b>WEEK THREE</b>					
M		Unit 2: 82-91 Unit 2: 94-110	2.3 - 2.3.7 2.4 - 2.4.5	10 17	2.3 Job Analysis, Description, and Specification (Answer Self-assessment) 2.4 Recruitment (Answer Self-assessment)
T		Unit 2: 112-136	2.5 - 2.5.6	25	2.5 Selection
W		Unit 2: 136-159	2.5.7 - 2.5.13	24	2.5 Selection (cont) (Answer Self-assessment)
TH		<b>Review Unit 2 &amp; Take Practice Exams</b>			<b>Score:</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 FOUR					
M		Unit 3: 20-41	3.2.1 - 3.2.3	22	3.2 Principles of Training and Development (Answer Self-assessment)
T		Unit 3: 44-62	3.3.1 - 3.3.5	19	3.3 Training and Development Techniques (Answer Self-assessment)
		Unit 3: 66-71	3.4.1 - 3.4.2	6	3.4 Presenting the Training: Delivery (Answer Self-assessment)
W		Unit 3: 74-84	3.5 - 3.5.4	11	3.5 Evaluation of Training Effectiveness (Answer Self-assessment)
		Unit 3: 86-108	3.6.1 - 3.6.5	23	3.6 Talent Management Programs
TH		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
F		Unit 3: 122-145	3.7.5 - 3.7.11	24	3.7 Performance Management (cont) (Answer Self-assessment)
S		CATCH UP & REVIEW			
WEEK FIVE					
M		Unit 3: 148-164	3.8 - 3.8.9	17	3.8 Change Management (Answer Self-assessment)
		Unit 3: 166-178	3.9 - 3.9.4	13	3.9 Organizational Development Interventions (Answer Self-assessment)
T		Unit 3: 180-185	3.10 - 3.10.3	6	3.10 Employee Retention
		<b>Review Unit 3 &amp; Take Practice Exams</b>			<b>Score:</b>
		Unit 4: 2-13	4.1 - 4.1.5	12	4.1 Total Rewards: Financial and Non-financial (Answer Self-assessment)
	Unit 4: 16-21	4.2 - 4.2.4	6	4.2 The Wage-Level Decision (Answer Self-assessment)	
W		Unit 4: 24-34	4.3 - 4.3.5	11	4.3 Job Evaluation Methods (Answer Self-assessment)
		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 - 4.5.6	5	4.5 Economic Factors Affecting Compensation (Answer Self-assessment)
TH		Unit 4: 56-84	4.6 - 4.6.8	29	4.6 Incentive Compensation Systems (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 SIX					
M		Unit 4: 98-122	4.8 - 4.8.9	25	4.8 Compensation Laws and Regulations (Answer Self-assessment)
T		Unit 4: 124-151	4.9 - 4.9.9	28	4.9 Employee Benefit Programs (cont)(Answer Self-assessment)
W		Unit 4: 154-163	4.10 - 4.10.2	10	4.10 Health Care Benefits (Answer Self-assessment)
		Unit 4: 166-173	4.11 - 4.11.6	8	4.11 Managing Employee Benefit Programs (Answer Self-assessment)
TH		Unit 4: 176-198	4.12 - 4.12.9	23	4.12 Benefits Laws and Regulations (Answer Self-assessment)
F		Unit 4: 200-204	4.13 - 4.13.2	5	4.13 Evaluating Strategy & Program Effectiveness (Answer Self-assessment)
		<b>Review Unit 4 &amp; Take Practice Exams</b>			<b>Score:</b>
		Unit 5: 2-3	5.1	2	5.1 Employee Relations (Answer Self-assessment)
	Unit 5: 6-16	5.2 - 5.2.5	11	5.2 Employee Engagement (Answer Self-assessment)	
S		CATCH UP & REVIEW			

WEEK SEVEN				
M	Unit 5: 18-32	5.3 - 5.3.8	15	5.3 Employee Involvement Strategies (Answer Self-assessment)
	Unit 5: 36-41	5.4 - 5.4.3	6	5.4 Diveristy, Equity, and Inclusion (Answer Self-assessment)
T	Unit 5: 44-53	5.5.1 - 5.5.5	10	5.5 Labor Relations (Answer Self-assessment)
	Unit 5: 56-67	5.6 - 5.6.6	12	5.6 Union Representation of Employees (Answer Self-assessment)
W	Unit 5: 70-77	5.7 - 5.7.4	8	5.7 Employer Unfair Labor Practices (Answer Self-assessment)
	Unit 5: 80-90	5.8-5.8.6	11	5.8 Union Unfair Labor Practices and Strikes (Answer Self-assessment)
	Unit 5: 92-103	5.9 - 5.9.9	12	5.9 Collective Bargaining (Answer Self-assessment)
TH	Unit 5: 106-109	5.10 - 5.10.3	4	5.10 Maintaining Nonunion Status (Answer Self-assessment)
	Unit 5: 112-114	5.11-5.11.4	3	5.11 Public Sector Labor Relations (Answer Self-assessment)
	Unit 5: 116-129	5.12 - 5.12.5	14	5.12 Grievance Systems (Answer Self-assessment)
F	Unit 5: 132-144	5.13 - 5.13.5	13	5.13 Employee Discipline Systems (Answer Self-assessment)
	Unit 5: 146-156	5.14 - 5.14.6	11	5.14 Individual Employment Rights (Answer Self-assessment)
S	CATCH UP & REVIEW			
WEEK EIGHT				
M	Unit 5: 158-173	5.15 - 5.15.7	16	5.15 Workforce Behavior Problems (Answer Self-assessment)
	Unit 5: 176-185	5.16 - 5.16.5	10	5.16 Organizational Exit (Answer Self-assessment)
	Unit 5: 188-189	5.17 - 5.17.1	2	5.17 Risk Management(Answer Self-assessment)
T	Unit 5: 192-217	5.18 - 5.18.8	26	5.18 Safety (Answer Self-assessment)
W	Unit 5: 220-250	5.19 - 5.19.9	31	5.19 Health (Answer Self-assessment)
TH	Unit 5: 252-286	5.20 - 5.20.7	35	5.20 Security (Answer Self-assessment)
F	<b>Review Unit 5 &amp; Take Practice Exams</b>			<b>Score:</b>
S	CATCH UP & REVIEW			
REVIEW TIME				
	REVIEW			
	<b>Take: Timed Comprehensive Exam #1</b>			<b>Score:</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: Official Exam as Scheduled</b>			<b>PASS EXAM!!!</b>