

## Shrm Recertification Handbook Shrm Online

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Inside Scoop: What the SHRM Certification Exam is Like

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AS A SHRM CERTIFICATION-HOLDER YOU HAVE TWO OPTIONS FOR RECERTIFICATION: Both options must be achieved by your recertification end date (last day of your birth month). Failure to recertify will...

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By Maggie Barnes September 26, 2019 The SHRM Recertification Requirements Handbook is now an online-only publication. Updates will continue to be added to the digital text as soon as they go into...

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The SHRM Certification Handbook is the primary source of information for SHRM certification and provides individuals with everything they need to know, understand, complete, and participate in the...

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Download the SHRM Recertification Handbook to learn more. When will my recertification period end? Your recertification cycle begins the day you passed the exam or completed all the requirements ...

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As a certified SHRM-CP or SHRM-SCP, you will have an online profile and be able to track your PDCs throughout your 3-year recertification cycle ending on the last day of your birth month.

### Start the SHRM Recertification Process

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The SHRM-CP and SHRM-SCP certification exams are administered by computer by SHRM ' s test delivery vendor, Prometric, at more than 8,000 testing centers in 160 countries. Once you have received your Authorization to Test (ATT) letter, schedule your exam appointment right away. To obtain your preferred test date, time and location, do not delay.

### SHRM CERTIFICATION HANDBOOK

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### SHRM CERTIFICATION HANDBOOK

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The HardTalk Handbook is an interactive guide to mastering the science and art of difficult conversations we keep avoiding. Using extensive research and neuroscience techniques, it explores the reasons behind the way we behave when communicating and how to combat those behaviours that hold us back. It demonstrates how to resolve conflict and affect change, even in the most diverse organisations, no matter your culture, background or experience. Discover why we'd rather 'put up' instead of 'turn up' and how our natural instinct to 'speak louder' is far less important than 'listening hard'. Whether you need to tell a colleague they smell, that your boss's approach is ineffective or any other type of HardTalk you have experienced, this Handbook will show you the skills you need to succeed at the conversations that make all the difference.

This Society for Human Resource Management Certified Professional Exam study guide includes Society for Human Resource Management Certified Professional Exam practice test questions. Our Society for Human Resource Management Certified Professional Exam study guide contains easy-to-read essential summaries that highlight the key areas of the Society for Human Resource Management Certified Professional Test. Mometrix's Society for Human Resource Management Certified Professional Test study guide reviews the most important components of the Society for Human Resource Management Certified Professional Exam.

A short, accessible guide to demystify the SHRM-CP® and SHRM-SCP® certification exams with expert tips for understanding, studying, practicing, and acing the tests. Covers everything you need to know about exam structure, best practices for studying, research-based tips to sharpen test-taking skills, proven strategies for managing test anxiety, and features scores of strategies from experts and tips from test-taker, detailed learning and study resources, practice questions and answer key for both exams, guides to terminology and acronyms, and much more!

Lean principles have been used for years in the manufacturing world, and have started to make an impact in the office as well. These tools can provide the foundation to building a systematic approach to improving your HR practice and lowering costs. In this book, practitioners will be guided through an overview of the basics of Lean, how to use the most common tools, and how to then leverage them to bring an element of process excellence to their HR department. With a few simple templates, some common sense, and a willingness to question the current state, great strides can be made in reducing costs and improving effectiveness in HR departments of any size! Includes a simple overview of Lean philosophy and its evolution, an assortment of easy to use tools to help you find and analyze improvement projects, and a structured approach to reducing waste in your practice. "Dwane Lay practices what he preaches. Lean HR is a lean book. It's chock full of the wisdom of the trenches while guiding the reader to the most important tools and concepts. This is a field manual for optimizing the processes and outputs of your HR shop. Think of it as a guide for HR people who want to continue to work in the field." - John Sumser, Founder HR Examiner and HRx Analysts @johnsumser "What if you could get rid of the processes and procedures that waste your time and make your job harder? What if you could think about the way you work in a new way, a way that makes you better and more effective at what you do? What if all this even saved time, resources, and money? And what if there were even elephant jokes? Dwane Lay's experience, sensibility and great sense of humor show you how to start and how to get there." - Heather Bussing, employment attorney @heatherbussing "One thing HR isn't great at is taking the BS out of any process. HR people are famous for adding structure and process to just about anything, with the rationalization that it makes the target "more fair" or "easier to use". That's where Dwane Lay comes in. A classically trained Six Sigma ninja, Dwane turns "lean" concepts into easy to understand tools to help HR pros get to what's real - and what people will actually use. Highly recommended!" - Kris Dunn, Chief Human Resources Officer, Kinetix. Founder of blogs - The HR Capitalist and Fistful of Talent. @kris\_dunn "Dwane is the Lean HR guy. Period. If you've heard him speak at a conference you know this. If you haven't, trust me. Dwane knows process improvement and HR. When I'm a CEO again, Dwane will be my COO." - China Gorman, CEO CMG Group @chinagorman "Hunter S. Thompson, Bob Guccione, Andy Warhol and Dwane Lay were having lunch one day at a local diner... Dwane was regaling the group with his most recent transatlantic exploits when the subject of this book came up. He told them what I'll tell you. Two words... life changing. That's all folks... buy it, read it, live it, share it. Do yourself and humanity a favor. By the way, Bob picked up the check that morning. He's that guy." - William Tincup, SPHR, CEO, Tincup & Co. @williamtincup

"This is a collection of 24 essays about why how Human Resource Management professionals can develop people passion in organization"--

Stop Asking the Wrong Interview Questions and Start Hiring High Performers. The candidate seemed to have it all--a great resume, the perfect skills and confident responses to all of your interview questions. You had a good feeling about this one. Finally, a high performer--that terrific hire who undoubtedly would produce extraordinary results. But that's not how it turned out, was it? Here's a little secret: Before you can hire a high performer, you have to correctly identify a high performer. And to identify a high performer you have to ask effective interview question... and know how to evaluate the answers. Hiring the best requires more than just assessing a candidate's skill. Interviewers must also determine the candidate's attitude toward overcoming obstacles and how passionate they are about achieving your goals--both proven predictors of future success. Hiring expert and popular keynote speaker Carol Quinn provides a complete guide for accurately and reliably assessing skill, attitude, and passion, so you can expose the incremental differences that separate the pretenders from the genuine high performers. Once you discover the power of Motivation-based Interviewing, you'll never conduct an interview any other way!

The small business HR professional has a unique work environment. For one, HR departments in small businesses are typically quite small, often consisting of only one or two employees. Because of this, these HR professionals are usually expected to be generalists able to answer all HR-related questions. But because there are only one or two of them, they are also expected to be specialists in those same areas. With so much responsibility, how do small business HR professionals have time to focus on their own professional development? And where to start? This is the first book in the "Making an Impact in Small Business HR" Series.

Publisher's Note: Products purchased from Third Party sellers are not guaranteed by the publisher for quality, authenticity, or access to any online entitlements included with the product. Prepare for the SHRM-CP and SHRM- SCP exams with this money-saving, comprehensive study package Designed as a complete self-study program, this collection offers a variety of proven, exam-focused resources to use in preparation for the SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP) exams. Comprised of SHRM-CP/SHRM-SCP Certification All-in-One Exam Guide, SHRM-CP/SHRM-SCP Certification Practice Exams, and bonus electronic content, this bundle covers 100% of the topics on the exams and features a total of over 800 accurate practice questions. The bundle serves both as a study tool AND a valuable on-the-job reference that will serve HR professionals well beyond the exams. • Covers 100% of the SHRM Body of Competency & Knowledge and features 800+ practice exam questions • This bundle is 10% cheaper than buying the books individually AND includes content unavailable elsewhere • Electronic content includes practice exams, PDF versions of both books, a quick review guide, study worksheets, exercises, and more

A Wall Street Journal bestseller From the CEO and President of the Society for Human Resource Management (SHRM) comes the ultimate book on transforming the way we select, retain and train our employees in a radically changed business environment. With the growth of remote work and an increased focus on diversity and inclusion, companies are increasingly finding themselves in “ wars for talent ” as they source and recruit candidates from all over the world. They need to find new ways to contact people and new sources of talent. They need to create an enduring and tangible culture that helps everyone feel empowered to do their best work. And they need to develop inclusive organizations that leverage differences for growth and innovation. Informed by more than 70 years of experience and expertise and propelled by extensive original SHRM research, Reset delivers a candid and forward-thinking vision for leaders to reimagine their company cultures in a time of global upheaval. Part call to action, part strategic roadmap, Reset challenges business leaders ’ underlying assumptions about workers and the workplace, delivers practical strategies for finding and keeping the talent needed to make businesses successful, and introduces dynamic tools to sustain that success over the long haul. Now is the time for leaders to completely reimagine, reorganize, and Reset their operations to create a more daring, resilient and sustainable future. This is the book that will guide them exactly when they most need it.

Take the SHRM-Certified Professional (SHRM-CP) and SHRM-Senior Certified Professional (SHRM-SCP) exams with complete confidence This integrated exam preparation system delivers 100% coverage of all topics for both the SHRM-Certified Professional (SHRM-CP) and SHRM-Senior Certified Professional (SHRM-SCP) exams. To aid in self-study, each chapter includes Exam Tips that highlight key information, summaries that reinforce salient points, and end-of-chapter questions that are accurate to the content and format of the real tests. Fulfilling the promise of the All-in-One series, this comprehensive reference serves as a study tool AND a valuable on-the-job reference that will serve HR professionals well beyond the exams. SHRM-CP/SHRM-SCP Certification All-in-One Exam Guide features real-world examples and sidebars that offer insight and call out potentially harmful situations. • Written by a team of HR professionals and experienced educators • Features full coverage of all functional areas within the SHRM Body of Competency & Knowledge (BoCK) Electronic content includes: • Test engine that provides full-length SHRM-CP and SHRM-SCP practice exams as well as customized quizzes by exam topic

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