



SHRM-CP and SHRM-SCP Exam Preparation Course for HR Professionals



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Introduction:

SHRM-CP and SHRM-SCP exam preparation for HR professionals is a 1-week course for HR generalists, business partners, talent and reward specialists and HR managers, ending with a SHRM Credential Choice and BASK Study Plan. HR functions often hold strong technical knowledge yet apply it unevenly when situations call for judgement on people, policy and business trade-offs. Nominees already work in operational or strategic HR roles and practise through workplace case studies and situational judgement questions from several sectors. CoreConcept Training Center delivers this SHRM-CP and SHRM-SCP course.

Course Objectives:

- Explain the structure of the SHRM BASK and choose between SHRM-CP and SHRM-SCP according to role level
- Apply the leadership, interpersonal and business behavioural competencies to HR workplace scenarios
- Analyse people domain decisions on HR strategy, talent acquisition, engagement, learning and total rewards
- Evaluate organisation and workplace domain issues including workforce management, employee relations and risk
- Answer situational judgement and knowledge items using a consistent elimination technique
- Produce a SHRM Credential Choice and BASK Study Plan from timed practice results

Target Audience:

- HR generalists responsible for day-to-day policy, employee queries and HR operations
 - HR business partners accountable for advising line managers on people decisions
 - Talent and reward specialists responsible for recruitment, development and pay programmes
 - Employee relations specialists responsible for investigations, grievances and workplace policies
 - HR managers accountable for HR strategy, team leadership and the structure of the HR function
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Course Outline:

Day 1: SHRM BASK Structure and Credential Choice

- SHRM BASK Competency Clusters and Knowledge Domains Overview
- SHRM-CP Versus SHRM-SCP Role Level Comparison
- Situational Judgement and Knowledge Item Formats Explained
- Baseline Diagnostic Question Set and Gap Analysis
- Ethical Practice and Inclusive Mindset Competency Scenarios

Day 2: Behavioural Competencies in HR Practice

- Leadership and Navigation Competency Applied to HR Initiatives
- Relationship Management and Communication Competency Scenarios
- Business Acumen and Financial Literacy for HR Decisions
- Consultation Competency for Advising Line Managers
- Analytical Aptitude and People Metrics Interpretation Exercises

Day 3: People Domain Knowledge

- HR Strategy Alignment With Organisational Objectives
- Talent Acquisition Sourcing Selection and Onboarding Practices
- Employee Engagement and Retention Measurement Approaches
- Learning and Development Needs Analysis and Evaluation
- Total Rewards Design Covering Pay Benefits and Recognition

Day 4: Organisation and Workplace Domain Knowledge

- Structure of the HR Function and Service Delivery Models
- Organisational Effectiveness Development and Change Interventions
- Workforce Management Planning and Restructuring Decisions
- Employee and Labour Relations Grievances and Investigations
- Global Workforce Risk Management and Corporate Social Responsibility

Day 5: Case Study Practice and Study Planning

- Case Study Advising on a Multi-Site Restructuring
 - Case Study Resolving an Employee Relations Complaint
 - Timed Mixed Practice Set Across BASK Sections
 - Answer Rationale Review Using Elimination Technique
 - SHRM Credential Choice and BASK Study Plan Completion
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Skills You Will Gain:

- HR Credential Level Assessment
- Situational Judgement Reasoning
- Line Manager Consultation
- People Metrics Interpretation
- Total Rewards Analysis
- Employee Relations Case Handling
- Workforce Planning
- Exam Elimination Technique

Why Attend This Course:

- Submit a SHRM Credential Choice and BASK Study Plan to the HR director or learning lead for study support
- Decide whether SHRM-CP or SHRM-SCP fits current responsibilities and career stage
- Avoid inconsistent HR advice, poorly handled grievances and reward decisions that lack business reasoning
- Coach HR colleagues on situational judgement reasoning and BASK competency language

Conclusion:

Back at work, the participant shares the SHRM Credential Choice and BASK Study Plan with the HR director or learning lead, who uses it to confirm the target credential, agree study time and assign HR projects that build the weaker competencies and domains. The HR team can reuse the case study reasoning when advising managers on restructuring and employee relations issues. After the first month under the plan, participant and sponsor should review practice scores and adjust the plan.

Frequently Asked Questions FAQ:

What should participants know before a SHRM-CP and SHRM-SCP exam preparation course?

Participants should already work in an HR role and know the basics of HR policy and practice. Reading the SHRM BASK beforehand and noting which competencies and domains match their current responsibilities helps them choose a credential level during the course.

How does a SHRM-CP and SHRM-SCP exam preparation course differ from a strategic HR business partnering course?

A business partnering course builds advisory and strategy skills for one role. This course reviews the full SHRM BASK, covering behavioural competencies and HR knowledge domains, and builds exam readiness through situational judgement practice, knowledge items and a study plan.

How do SHRM-CP and SHRM-SCP differ in focus?

SHRM-CP is aimed at HR professionals in operational roles who apply policy and deliver HR services, while SHRM-SCP is aimed at those in strategic roles who shape HR strategy. Both exams are built on the same SHRM BASK.

What do participants take back from a SHRM-CP and SHRM-SCP exam preparation course?

Participants take back a SHRM Credential Choice and BASK Study Plan showing the target credential, results by competency cluster and knowledge domain, weekly study targets, worked HR case studies and a reviewed set of situational judgement questions.
