MERCURY

SHRM-CP & SHRM-SCP Certification Preparation Course

1 – 5 February 2027
Johannesburg (South Africa)



Dubai - UAE: +971 4 450 5697
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Ref: 15311_1063113 **Date:** 1 – 5 February 2027 **Location:** Johannesburg (South Africa) **Fees:** 5300 Euro

Introduction:

The Society for Human Resource without Management SHRM offers two esteemed certifications: the SHRM Certified Professional SHRM-CP and the SHRM Senior Certified Professional SHRM-SCP. These certifications serve as a new global benchmark for HR professionals, focusing on the critical knowledge, skills, and abilities necessary for effective HR practice today.

This SHRM-CP and SHRM-SCP certification preparation course facilitates rapid learning and enhanced memory retention. It guides candidates to pass the SHRM-CP and SHRM-SCP exams. The course integrates expert instruction with the SHRM Learning System® for SHRM-CP/SHRM-SCP certification preparation.

Enrollees will receive the SHRM Learning System for SHRM-CP/SHRM-SCP, which encompasses the entire SHRM Body of Applied Skills and Knowledge™ SHRM BASK™, which globally recognized subject matter experts have meticulously developed.

The study materials, including in-depth learning modules in print and electronic formats and advanced online resources, are engineered to reduce study time, expedite the learning process, and bolster exam confidence.

Targeted Groups:

- HR professionals seeking SHRM-CP or SHR-SCP certification.
- Human Resource Professionals.
- HR Managers.
- HR Specialists.
- HR Consultants.
- HR Administrators.
- HR Coordinators.
- HR Directors.
- Talent Management Professionals.
- Employee Relations Specialists.
- Compensation and Benefits Managers.
- Recruitment and Staffing Professionals.
- Training and Development Specialists.
- Organizational Development Professionals.
- HR Business Partners.
- Senior HR Executives.
- Workforce Planning Analysts.
- Individuals looking to enhance their HR expertise and career prospects.

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Course Objectives:

Upon the end of this SHRM-CP and SHRM-SCP certification preparation course, the participants will be able to:

- Enhance understanding of SHRM Body of Competency and Knowledge SHRM Bock.
- Improve HR technical expertise and competency.
- Develop effective HR strategies and solutions.
- Master HR policies and procedures.
- Strengthen skills in employee relations and engagement.
- Gain proficiency in talent acquisition and retention.
- Learn adequate compensation and benefits management.
- Improve HR metrics and analytics capabilities.
- Prepare for SHRM-CP and SHRM-SCP certification exams.
- Enhance strategic thinking in HR practices.
- Increase knowledge of legal and regulatory HR standards.
- Foster leadership skills within HR roles.

Targeted Competencies:

At the end of this SHRM-CP and SHRM-SCP certification preparation training, the target competencies will be able to:

- HR Expertise.
- Relationship Management.
- Consultation.
- Leadership and Navigation.
- Communication.
- Global and Cultural Effectiveness.
- Ethical Practice.
- Critical Evaluation.
- Business Acumen.
- Talent Management.
- Employee Engagement.
- Organizational Development.
- Diversity and Inclusion.
- Risk Management.
- Strategic HR Management.

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SHRM-CP and SHRM-SCP Certification Insights:

Understanding the distinctions between SHRM-CP and SHRM-SCP certifications is crucial for aspiring HR professionals. SHRM-CP, intended for HR professionals engaged in operational roles, focuses on implementing HR policies and day-to-day activities. On the other hand, SHRM-SCP is designed for senior HR professionals who devise strategies, lead the HR function, and develop policies.

This SHRM-CP and SHRM-SCP certification preparation course will provide tailored preparation for both the SHRM-CP and SHRM-SCP exams, including insights into how to pass the SHRM-CP exam, what the SHRM-CP meaning encompasses, and how the SHRM-SCP certification differs in terms of expectations and professional status.

By engaging in this SHRM-CP certification prep course, participants will undergo SHRM-CP training tailored to the comprehensive SHRM-CP and SHRM-SCP training course materials. They will also have access to SHRM-SCP practice tests to ensure thorough preparation and the confidence to succeed. Studying for the SHRM-CP exam has never been more structured and supportive.

Participate in this interactive and dynamic training program to understand the SHRM-CP and SHRM-SCP meaning and master the strategies for passing these rigorous exams. Whether seeking a SHRM-CP certification or looking to achieve the more advanced SHRM-SCP credentials, this course will equip you with the skills and preparation needed to excel.

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Course Content:

Unit 1: HR Competencies and Leadership:

- Understand the SHRM Competency Model.
- Explore key HR competencies.
- Develop leadership and navigation skills.
- Enhance ethical practice in HR.
- Learn effective relationship management.
- Improve consultation skills.
- Foster global and cultural effectiveness.
- Strengthen critical evaluation capabilities.
- Build business acumen for HR leaders.

Unit 2: Talent Acquisition and Retention:

- Master recruitment strategies and processes.
- Learn effective talent-sourcing techniques.
- Develop skills in candidate assessment and selection.
- Explore onboarding best practices.
- Understand employee retention strategies.
- Enhance employer branding techniques.
- Improve workforce planning skills.
- Learn about succession planning and career development.

Unit 3: Employee Relations and Engagement:

- Understand employee relations policies and practices.
- Develop conflict resolution skills.
- Learn effective disciplinary action procedures.
- Enhance employee engagement strategies.
- Explore techniques for fostering positive workplace culture.
- Improve communication and feedback methods.
- Understand the importance of employee recognition programs.
- Learn about workplace safety and health regulations.

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Unit 4: Compensation and Benefits:

- Understand compensation management principles.
- Explore job evaluation and salary structures.
- Develop skills in benefits administration.
- Learn about pay equity and compliance.
- Enhance knowledge of incentive and bonus programs.
- Understand retirement plans and employee perks.
- Improve skills in compensation analysis and benchmarking.
- Learn about global compensation practices.

Unit 5: HR Metrics and Analytics:

- Understand the importance of HR metrics and analytics.
- Learn about data-driven decision-making in HR.
- Explore key HR metrics and KPIs.
- Develop skills in workforce analytics.
- Understand talent analytics and predictive modeling.
- Improve HR reporting and dashboard creation.
- Learn about data privacy and security in HR analytics.
- Explore case studies on successful HR analytics implementations.