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HR CERTIFICATION INSTITUTE PUBLISHES A GUIDE TO THE HR BODY OF KNOWLEDGE

HRCI Provides a Comprehensive Pioneering Resource for the HR Profession

ALEXANDRIA, Va. (October 21, 2015) – Human resource management professionals and companies can now more easily compare HR practices against generally accepted benchmarks, with the newly published “A Guide to the Human Resource Body of Knowledge™” from HR Certification Institute (HRCI). HRCI is the premier credentialing organization dedicated to certifying HR mastery and excellence around the globe.

Outlining the scope, accepted practices and requisite knowledge of human resource management, the practitioner-driven guide from HRCI is the first comprehensive compilation of the Human Resource Body of Knowledge (HRBoK™). HRCI created the HRBoK in partnership with dozens of subject matter experts, gathering thousands of insights from veteran leaders who practice and teach HR best practices around the world. Additionally, an independent team of 100 HR professionals verified the content and provided important practice updates and enhancements.

“The HR industry has been lacking a complete body of knowledge as a critical benchmark for the profession, so HRCI brought together top HR practitioners to fully define the generally accepted HR principles and best practices,” said HRCI CEO Amy Schabacker Dufrane, Ed.D., SPHR, CAE. “HRCI is uniquely qualified to fill this role, with four decades of experience in providing gold-standard HR certifications.”

The HRBoK will serve HR practitioners at every level, helping them assess their knowledge and understanding of human resource management practices; organizations benefit by being able to contextualize HR practices and capabilities in the workplace against the generally accepted HR principles and best practices. Instructors of university programs, certification preparation providers who help candidates prepare for HRCI certification exams, and approved providers of HRCI recertification programs and events will also find the guide useful to ensure that lifelong learners have the scope and knowledge necessary to create successful HR programs.

“This guide represents an important contribution to the profession by providing practitioners the support needed to be leaders in the practice of human resource management,” said John D. Varlaro, Ph.D., SPHR, GPHR and HRBoK Guide Working Group Chair. “Likewise, as human resource management is now regarded as an integral business function within organizations, a thorough understanding of the different functions and responsibilities of HR is essential to helping organizations ensure their HR departments are aligned with standard HR practices.” Varlaro is Chair of the Management Department at Johnson & Wales University, where he has led extensive curricula and outcomes initiatives and teaches human resource management, industrial/organizational psychology and business strategy.

The first edition of “A Guide to Human Resource Body of Knowledge” is available through [HRCI's website](#). Available digitally on a computer and/or mobile device through the secure ContentKey app platform, users will receive real-time updates as part of a yearly subscription.

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HRCI's HRBoK is not intended to be a how-to guide of HR practice; instead, it offers a broad overview of the profession to enable HR practitioners to align with essential practices. The guide is divided into six sections: Business Management and Strategy, Workforce Planning and Employment, Human Resource Development, Compensation and Benefits, Employee and Labor Relations, and Risk Management. The guide also aligns with HRCI's "Exam Content Outline" for the Professional in Human Resources ([PHR®](#)) and Senior Professional in Human Resources ([SPHR®](#)) certification exams, which makes the HRBoK a useful resource for those planning to take, or preparing others to take those exams.

"The HRBoK is part of HRCI's mission to keep pace with the always-evolving HR industry and to meet the increasing demands of and for HRCI-certified professionals," Dufrane said. Earlier this month, HRCI and Netherlands-headquartered Top Employers Institute [announced a strategic partnership](#) to bring Top Employer's global employer certification program to the U.S. and expand the worldwide footprint of both institutions. "HRCI continues to expand the valuable resources it provides to both individuals and companies seeking excellence in HR practices."

About HRCI

[HR Certification Institute](#) (HRCI), headquartered in the US, is the premier professional credentialing organization for the human resources profession. For nearly 40 years, HRCI has set the standard for HR mastery and excellence around the globe. An independent nonprofit organization, HRCI is dedicated to advancing the HR profession through developing and administering best-in-class accredited certifications including the Professional in Human Resources (PHR®) and the Senior Professional in Human Resources (SPHR®). All of HRCI's credentials are recognized as the most rigorous, meaningful, and grounded professional certifications demonstrating competency, real-world practical skills and knowledge in the field. Together with HRCI-certified professionals in 100 countries around the globe, HRCI ensures, strengthens and advances the strategic value and impact of HR.

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