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## **2018 SPHRi Credential from HR Certification Institute (HRCI) to Embrace Greater Emphasis on HR Analytics and HR as an International Business Driver**

*SPHRi Certification Exam Content Outline Changes Effective for Exam Candidates in 2018*

**ALEXANDRIA, Va., June 18, 2017** – Revisions to the exam content outline for the Senior Professional in Human Resources – International™ (SPHR™) certification, from the HR Certification Institute® (HRCI®), reflect changes in HR practices requiring greater emphasis on measurement, analytical thinking and HR initiatives linked more closely with external as well as internal global business outcomes.

Highlights of the framework for future SPHRi exams, effective for all tests administered beginning January 1, 2018, can be reviewed in the [2018 SPHRi Exam Content Outline](#), published by HRCI.

"The revised 2018 SPHRi exam better aligns with international HR practices, emphasizing both business and HR leadership," said Amy Schabacker Dufrane, Ed.D., SPHR, CAE, and CEO of HRCI, the premier organization that provides HR credentials for professionals who have demonstrated expertise in the field. "The SPHRi certification reflects the transformation of international HR professionals from functional specialists to leaders who can link strategic HR initiatives with enhancements to business performance."

As a blueprint for future [SPHRi](#) exam and test question development, the [2018 SPHRi Exam Content Outline](#) is the result of an intensive practice analysis and study. This exercise involved representation of HR professionals from around the world.

"HRCI conducted the practice analysis following industry best practices to ensure certification holders are tested on the most current workforce trends and competencies," said Dania Eter, MBA, Chief Credentialing and Products Officer at HRCI. "The SPHRi Exam Content Outline serves as a framework for the development of future SPHRi exams and test questions that measures the knowledge and practice-based skills required for international HR leadership."

Following industry standards for the practice analysis enabled HRCI to earn the National Commission for Certifying Agencies (NCCA) accreditation for the SPHRi program.

"International HR competencies are changing as business needs change," Dufrane said. "Business leadership and strategy are now viewed as a foundation for all other HR activities. Measurement and analysis are also central to create talent management strategies that create competitive advantages."

For more information about SPHRi certification, please visit [www.hrci.org](http://www.hrci.org).

HRCI remains the gold standard for HR certifications, including the aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™. For more information, please contact HRCI at [info@hrci.org](mailto:info@hrci.org).

#### **About HRCI**

HR Certification Institute® (HRCI®) is the premier professional credentialing organization for the human resource management profession, setting the standard for HR excellence and expertise worldwide for more than 40 years. HR practitioners and organizations turn to HRCI to ensure, strengthen and advance the strategic value of HR through credentials such as the Professional in Human Resources (PHR®) and the Senior Professional in Human Resources (SPHR®). With a suite of seven certifications that represent various levels of competency, practical skills and knowledge, HRCI credentials are considered the most rigorous and trusted to earn as marks of distinction and commitment in the HR field. Learn more at [www.hrci.org](http://www.hrci.org).

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