

PHRI-HRCI EXAM PREPARATION

“Build Global HR Knowledge, Confidence, and Certification Success”

Schedule

Date	Venue	Fees (Face-to-Face)
16 – 20 Feb 2026	Dubai, UAE	USD 3495 per delegate

Introduction

The Professional in Human Resources – International (PHRi®) certification, offered by the Human Resource Certification Institute (HRCI), is a globally recognized credential designed for HR professionals operating in international environments. It validates core knowledge of HR principles, practices, and regulations across global contexts.

This intensive 5-day exam preparation program is designed to equip participants with the knowledge, tools, and exam strategies required to successfully pass the PHRi® certification exam. The course covers all functional areas of the PHRi® Body of Knowledge (BoK), reinforced through practice questions, case discussions, and exam-focused guidance delivered in both English and Arabic.

Objectives

- By the end of this course, participants will be able to:
- Understand the structure and requirements of the PHRi® certification exam
 - Master the PHRi® Body of Knowledge and functional areas
 - Apply HR concepts in international and multicultural contexts
 - Strengthen knowledge of workforce planning, HR operations, and employee relations
 - Improve confidence and performance in exam-style questions
 - Apply effective exam-taking strategies and time management techniques

Why Attend

- Prepare comprehensively for the PHRi® certification exam
- Gain globally recognized HR knowledge and credentials
- Improve professional credibility and career advancement opportunities
- Learn from structured, exam-focused content delivery
- Practice with sample questions and real exam scenarios
- Benefit from bilingual delivery (English & Arabic)

Target Audience

This program is designed for:

- HR professionals seeking PHRi® certification
- HR generalists and HR officers
- HR managers and supervisors
- Talent management and HR operations professionals
- Professionals working in international or regional HR roles
- Individuals planning to pursue global HR certifications

Individual Benefits

Key competencies that will be developed include:

- Comprehensive understanding of international HR practices
- Enhanced confidence in HR decision-making
- Improved exam readiness and test-taking skills
- Stronger foundation in HR policies, systems, and compliance
- Career advancement through global HR certification
- Professional recognition and credibility

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved HR capability aligned with global standards
- Stronger HR policies and practices across the organization
- Enhanced compliance with international HR principles
- Better workforce planning and employee management
- Increased professionalism within the HR function
- Improved HR contribution to organizational performance

Instructional Methodology

The course follows a structured and exam-focused learning approach:

- Strategy Briefings – Detailed coverage of PHRi® Body of Knowledge
- Concept Reviews – Key HR principles and international practices
- Practice Questions – Exam-style questions and guided solutions
- Case Discussions – Real-world HR scenarios and applications
- Mock Tests – Exam simulations and readiness assessment
- Exam Tips – Test strategies, time management, and question analysis

Course Outline

Detailed 5-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules Coffee Breaks: 09:30 & 11:15 Lunch Buffet: 01:00 – 02:00

Day 1: PHRi® Overview & Business Management

Module 1: Introduction to PHRi® Certification (07:30 – 09:30)

- PHRi® exam structure and format
- Eligibility, scoring, and certification process
- Exam preparation strategies

Module 2: Business Management & Strategy

- Organizational effectiveness
- HR's role in business strategy
- Global business environments

Module 3: HR Metrics and Risk Management

- HR analytics and reporting
- Risk assessment and compliance
- Practice questions and review

Day 2: Workforce Planning & Talent Acquisition

Module 1: Workforce Planning

- Workforce analysis and forecasting
- Succession planning
- Global staffing considerations

Module 2: Talent Acquisition & Onboarding

- Recruitment and selection processes
- Employer branding and sourcing strategies
- Onboarding and integration

Module 3: Practice Questions & Review

- Exam-style questions
- Knowledge reinforcement

Day 3: Learning, Development & Total Rewards

Module 1: Learning & Development

- Training needs analysis
- Learning delivery methods
- Talent development strategies

Module 2: Total Rewards & Compensation

- Compensation structures
- Benefits administration
- Global compensation challenges

Module 3: Practice Questions & Knowledge Check

Day 4: Employee Relations & HR Operations

Module 1: Employee Relations

- Employee engagement and retention
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Performance management

- Employee communication

Module 2: HR Operations & Compliance

- HR policies and procedures
- Ethics and professional responsibility
- International labor considerations

Module 3: Practice Questions & Case Discussion

Day 5: Exam Readiness & Final Review

Module 1: Integrated Review of PHRi® Domains

- Key concepts across all functional areas
- Common exam pitfalls

Module 2: Mock Exam & Evaluation

- Full exam simulation
- Performance analysis and feedback

Module 3: Final Exam Tips & Action Plan

- Exam-day strategies
- Certification application guidance
- Final Q&A

Certification

Participants will receive a Certificate of Completion in PHRi® – HRCI Exam Preparation, validating their readiness to sit for the PHRi® certification exam and their comprehensive understanding of international human resource management practices aligned with HRCI standards.

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