MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

Phone: +601116373203 | **Email:** info@mawaevents.net

PHRI™ & SPHRI™ – HRCI EXAM PREPARATION

"Master the HRCI Body of Knowledge and Prepare Confidently for Global HR Certification"

Schedule

Course Title	Date	Venue	Fees (Face-to-Face)
PHRi™ Exam Preparation	17 – 21 Feb 2025	Dubai – UAE	USD 3495 per delegate
SPHRi™ Exam Preparation	12 – 16 May 2025	Dubai – UAE	USD 3495 per delegate

Introduction

HRCI's Professional in Human Resources – International™ (PHRi™) and Senior Professional in Human Resources – International™ (SPHRi™) certifications are globally recognized credentials for HR professionals seeking to validate their strategic and operational expertise.

This intensive 5-day exam preparation course is designed to guide candidates through the full HRCI exam content outline, offering targeted study strategies, mock assessments, and structured instruction on each domain. Whether you are preparing for the PHRi™ or SPHRi™ certification, this bilingual course (English/Arabic) will help you build exam confidence and close knowledge gaps.

Objectives

By the end of this course, participants will be able to:

- Understand the structure, format, and scoring methodology of HRCI exams
- Master the HRCI Body of Knowledge aligned to their certification level
- Apply HR principles across functional areas such as talent acquisition, employee relations, compensation, and strategy
- Prepare effectively using study plans, practice questions, and exam simulations
- Identify personal strengths and areas for further review through self-assessment
- Approach the certification exam with confidence and readiness

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Why Attend

- Receive expert-led instruction aligned with the official HRCI exam blueprint
- Clarify complex topics and case-based scenarios through real-world examples
- Access bilingual support (English & Arabic) for terminology and concept mastery
- Practice using mock questions and receive immediate feedback
- Learn how to manage time, reduce test anxiety, and improve retention

Target Audience

This program is designed for:

- HR professionals preparing for the PHRi™ or SPHRi™ certification
- HR managers and specialists seeking international recognition
- HR business partners, generalists, and consultants
- Talent acquisition, L&D, and compensation professionals aiming for credential advancement

Individual Benefits

Key competencies that will be developed include:

- Comprehensive understanding of global HR principles and frameworks
- Mastery of exam content areas including talent planning, compliance, and business management
- Skills to analyze scenarios and apply HR solutions in a global context
- Improved exam preparedness and time management strategies
- Certification-readiness for enhanced career growth and international mobility

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Higher success rates in global HR certification exams
- Stronger alignment of HR practices with international standards
- Greater internal capability in strategic workforce planning and compliance
- A more competitive, credentialed HR function
- Increased credibility in international HR benchmarking and governance

Instructional Methodology

This course uses a focused and supportive exam-prep model:

- Exam Domain Reviews – Breakdown of each knowledge area with examples
- Study Plan Support – Weekly targets and post-course revision strategies
- Practice Questions & Quizzes – Per domain and full-length mock exam
- Interactive Q&A – Clarification of challenging topics in English & Arabic
- Tools – Study checklists, HRCI-aligned content summaries, flashcards

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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: Introduction & Talent Acquisition

- Module 1: Overview of the HRCI Certification Exams (07:30 – 09:30) • Exam structures, scoring, eligibility, and registration • Comparison of PHRi™ and SPHRi™ content coverage
- Module 2: Talent Acquisition & Workforce Planning (09:45 – 01:00) • Job analysis, sourcing, selection tools, onboarding • Recruitment metrics and legal considerations
- Module 3: Practice Questions & Review (02:00 – 03:30) • Domain-focused quiz with instructor walkthrough

Day 2: HR Administration & Employee Engagement

- Module 1: HR Operations, Policies & Procedures (07:30 – 09:30) • HR audits, recordkeeping, global HR service delivery models
- Module 2: Employee Engagement, Retention & Motivation (09:45 – 01:00) • Surveys, feedback loops, recognition programs, and performance management
- Module 3: Workshop – HR Programs Assessment (02:00 – 03:30) • Scenario analysis and quiz

Day 3: Learning, Development & Compensation

- Module 1: Training & Development (07:30 – 09:30) • Needs assessment, adult learning theories, ROI on L&D
- Module 2: Compensation & Benefits (09:45 – 01:00) • Base pay, incentive plans, total rewards, and global compensation compliance
- Module 3: Workshop – Building a Compensation Framework (02:00 – 03:30) • Quiz and salary benchmarking case

Day 4: HR Strategy & Business Management

- Module 1: Business and HR Strategy (07:30 – 09:30) • Strategic planning, KPIs, workforce analytics
- Module 2: Leadership and Organizational Effectiveness (09:45 – 01:00) • Culture, change management, communication, and alignment
- Module 3: Mock Exam – Strategy Section (02:00 – 03:30) • Full scenario set and group discussion

Day 5: Compliance, Review & Mock Exam

- Module 1: Compliance and Risk Management (07:30 – 09:30) • Labor laws, global compliance, ethical considerations
- Module 2: Final Tips & Exam Strategy (09:45 – 11:15) • Time management, question elimination, and stress control techniques
- Module 3: Final Mock Exam (11:30 – 01:00) • Full-length exam simulation with scoring
- Module 4: Feedback, Certification Guidance & Wrap-Up (02:00 – 03:30) • Personalized preparation plans and Q&A

Certification

Participants will receive a Certificate of Completion: PHRi™/SPHRi™ Exam Preparation, confirming their readiness for HRCI certification and demonstrating their grasp of globally recognized HR practices and exam strategies.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

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