



دوره آمادگی آزمون حرفه‌ای منابع انسانی

PHRI

مدرس دوره: دکتر مهرداد باستانی پور



مدرس:
دکتر مهرداد باستانی پور



مدرس بیش از ۲۰ دوره عمومی و حرفه ای HRCI



دانش آموخته دکتری مدیریت
از دانشگاه تهران



دارای گواهینامه بین المللی حرفه ای PHRI
دارای گواهینامه بین المللی حرفه ای SPHRI





Mehrdad Bastanipour, PhD, SPHRI

Chief Human Resources Officer

HR Thought Leader, Activist, Advisor



Brief Bio: PhD graduate from Tehran University with extensive experience in HR leadership roles.



- Chief Executive Officer & Co-founder – HR Consulting Services (**WINUP**)



- Chief Human Resources Officer – Kian Financial Group (**KIAN**)



- Chief Human Resources Officer – Online Taxi Services (**TAPSI**)



DanaEnergy

- Human Resources Director – E&P and Oilfield Services (**DANA ENERGY**)



KAYSON
کایسون

- Human Resources Manager – EPC2-SP12-SKD JV (**KAYSON**)




DANIELI


- Human Resources Supervisor – Italian Steel Company (**DANIELI**)



- Human Resources Supervisor – International Oil Services (**Schlumberger**)



Chartered Institute of Personnel and Development  **CIPD**
Human resources company

 cipd.co.uk

The Chartered Institute of Personnel and Development is a professional association for human resource management professionals. It is headquartered in Wimbledon, London, England. [Wikipedia](#)

CEO: Peter Cheese (Jul 2012–)

Members: 150000



Headquarters location: London, United Kingdom


Founded: 1913

Number of locations: CIPD UK, Asia, Middle East, Russia/ parts of Europe

Subsidiary: CIPD Enterprises Limited


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 Professional in Human Resources – International™	 Senior Professional in Human Resources®	 Senior Professional in Human Resources – International™	 Global Professional in Human Resources®

Society for Human Resource Management  **SHRM**
BETTER WORKPLACES BETTER WORLD™

 shrm.org

The Society for Human Resource Management is a professional human resources membership association headquartered in Alexandria, Virginia. SHRM promotes the role of HR as a profession and provides education, certification, and networking to its members, while lobbying Congress on issues pertinent to labor management. [Wikipedia](#)

Customer service: 00 1 703-548-3440

Headquarters: Alexandria, Virginia, United States

Founder: Leonard J. Smith

Founded: 1948

Executive vice president: Michael D'Ambrose (Human Resources, The Boeing Company)

Revenue: 145.7 million USD



✓ **Provides you with a fully accredited credential:**

meet the National Commission for Certifying Agencies (NCCA) rigorous standards



✓ **Validates your expertise:**

HRCI certification provides you with competency based, professionally relevant credentials



✓ **Connects you to an exclusive network:**

Nearly 150,000 certified HR thought leaders work in more than 100 countries and territories.



✓ **Delivers nearly 45 years of history:**

Established in 1976, HRCI is the largest HR certification organization in the world.





اهداف دوره



🎯 کسب آمادگی برای شرکت در

آزمون بین المللی PHRI

🎯 آشنایی با ادبیات منابع انسانی

مبتنی بر استاندارد HRCI

What to Expect during workshop:

- ✓ We should follow course syllabus carefully
- ✓ We will have pre test and post test each session
- ✓ We could share complimentary documents related to subjects In our group

What to Expect on Exam day:

- ✓ We have two different assessment approach

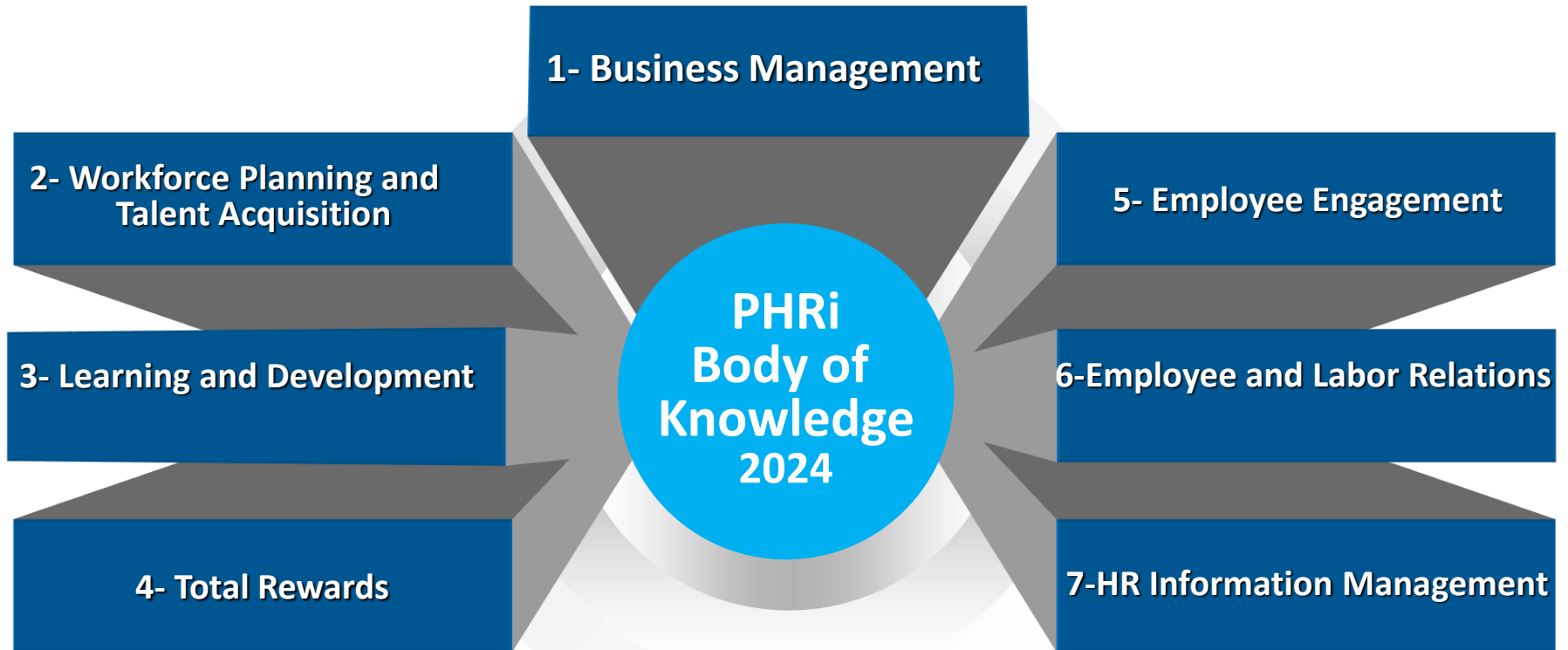
- 1) Knowledge Oriented questions
- 2) Scenario Oriented questions

- ✓ We have 4 different type of questions:

- 1) Multiple questions (4 Choice)
- 2) Multiple questions (5 Choice with 2 Answers)
- 3) Ranking questions
- 4) Fill in the blank questions



Professional in Human Resources-International (PHRi) Exam Content Outline





تقویم و سرفصل دوره



1st Module

BUSINESS MANAGEMENT

Part One: HR and Organization

Part Two: HR and the Best Practices

Part Three: HR and Sustainability





2nd Module

TALENT ACQUISITION

(Workforce Planning & Talent Acquisition)

Part One: Job Analysis and Design

Part Two: Workforce Planning

Part Three: Workforce Recruitment

Part Four: Workforce Selection





3rd Module

LEARNING AND DEVELOPMENT

Part One: Employee Training

Part Two: Employee Development





4th Module

Total Rewards

Part One: Total Rewards Management

Part Two: Incentive Programs

Part Three: Payroll and Benefits





EMPLOYEE ENGAGEMENT

5th Module

Part One: **Employee Life Cycle**

Part Two: **Employee Experiences**

Part Three: **Employment Performance** Management





تقویم و سرفصل دوره



6th Module

EMPLOYEE & LABOR RELATIONS

Part One: **Employee Relations**

Part Two: **Employee Policies**

Part Three: **Employee Safety & Health**





7th Module

HR Information Management

Part one: HR Technology and Business Processes

Part Two: Information Privacy and Security





Exam Fee: \$395 + Application Fee: \$100

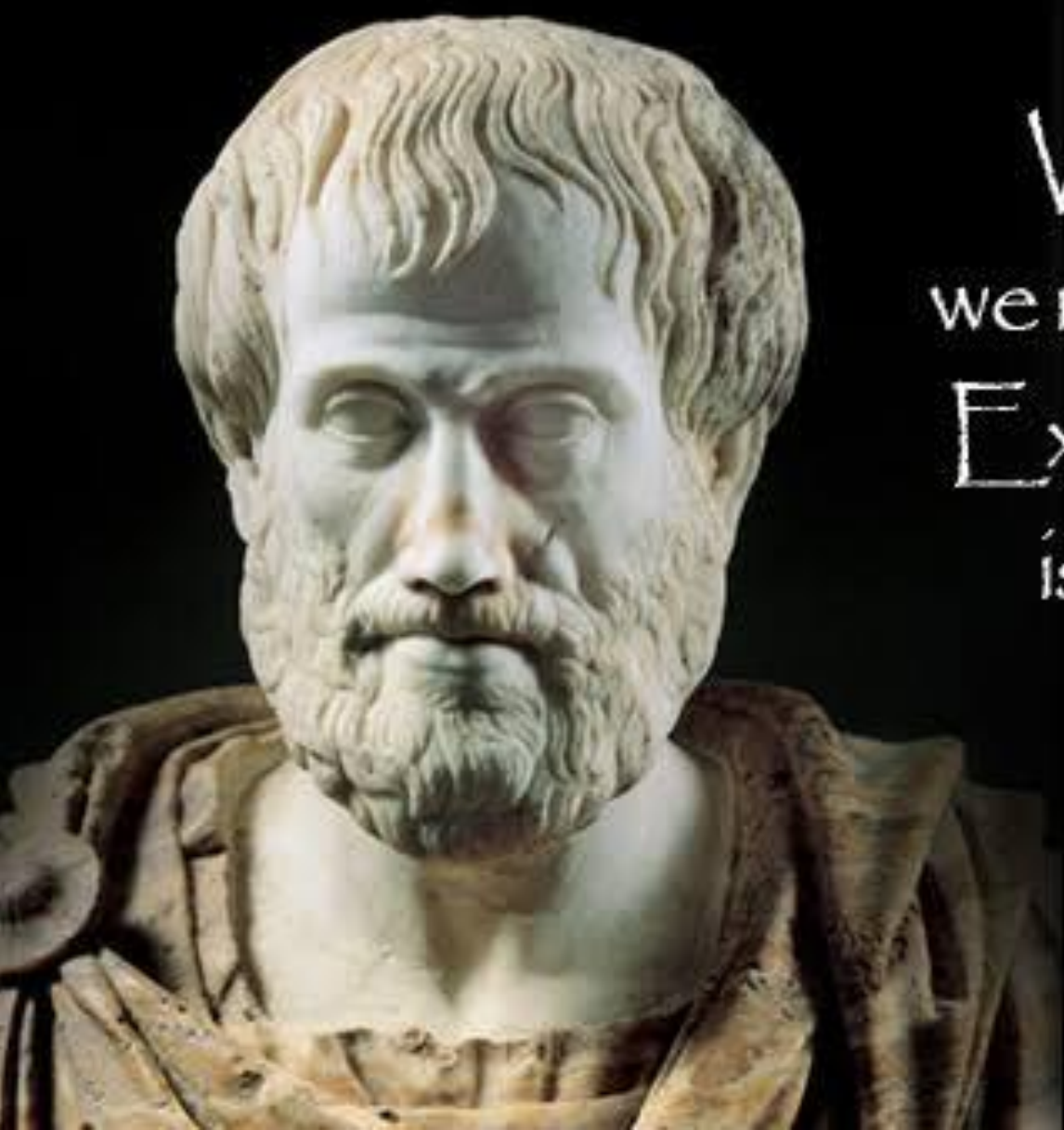
Exam time: 2 hours and 45 minutes. Computer-based

Exam type: 115 scored questions + 25 pretest questions

Language: English (also available in Spanish)

Test Centers: Istanbul, Dubai, Baku, Masqat





We are what
we repeatedly do.
Excellence then,
is not an act,
but a habit.

Aristotle