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Spring 2009 SHRM LS PHR/ SPHR Schedule

May 09 / June 09 Testing Window

Module	Topic	Classes	
		Monday 7:00pm-10:00pm	Wednesday 7:00pm-10:00pm
	Orientation + Application Session	12-Jan	
HW	Complete Pre - Test		14-Jan
1	The Role of Human Resources in Organizations / The Strategic Planning Process	19-Jan	
1	Assessing the Internal Environment		21-Jan
1	Scanning the External Environment	26-Jan	
HW	Complete Module 1 - Test 1		
1	Evaluating HR's Strategic Contributions		28-Jan
1	Ethical Issues Affecting Organizations	2-Feb	
1	HR & the Legislative & Regulatory Environment		4-Feb
HW	Complete Module 1 - Test 2		
ME	Strategic Management	In-Class Mock Test	9-Feb
2	Key Legislation Affecting Employee Rights, Privacy, and Consumer Protection		11-Feb
2	Equal Employment Opportunity / Affirmative Action	16-Feb	
2	Gender Discrimination & Harassment in the Workplace/Organizational Staffing Requirements		18-Feb
HW	Complete Module 2 - Test 1		
2	Job Analysis & Documentation / Recruitment	23-Feb	
2	Flexible Staffing / Selection & Retention		25-Feb
2	Organizational Exit / Employee Records Management	2-Mar	
HW	Complete Module 2 - Test 2		
ME	"Workforce Planning and Employment"	In-Class Mock Test	4-Mar
3	Key Legislation/HR Development & the Org/Organizational Development Initiatives	9-Mar	
3	Adult Learning & Motivation/ Training & Development		11-Mar
HW	Complete Module 3 - Test 1		
3	Talent Management / Developing Leaders	16-Mar	
3	Performance Management		18-Mar
HW	Complete Module 3 - Test 2		
ME	"Human Resources Development"	In-Class Mock Test	23-Mar
4	Key Compensation Legislation / Total Rewards & the Strategic Focus of the Org		25-Mar
4	Compensation Structure / Compensation Systems	30-Mar	
4	Compensation Systems / Intro to Benefit Programs & Key Benefits Legislation		1-Apr
HW	Complete Module 4 - Test 1		
4	Government - Mandated Benefits / Deferred Compensation Plans	6-Apr	
4	Health Care Benefits / Other Nonstatutory Benefits		8-Apr
4	ONB/ Compensation&Benefits Programs for Intern Employees/ Evaluating TR	13-Apr	
HW	Complete Module 4 - Test 2		
ME	"Total Rewards"	In-Class Mock Test	15-Apr
5	Laws Affecting Employee &LR/ Employee R &Org Culture/Employee Involvement Strategies	20-Apr	
5	Measuring Employee Attitudes/Policies, Procedures&Work Rules/Discipline&Complaint Resolution		22-Apr
5	Labor Relations Legislations & Union Organizing	27-Apr	
HW	Complete Module 5 - Test 1		
5	Union Labor Practices		29-Apr
5	Collective Bargaining	4-May	
5	Strikes & Secondary Boycotts		6-May
HW	Complete Module 5 - Test 2		
ME	"Employee and Labor Relations"	In- Class Mock Test	11-May
6	Organizational Risk / Key Legislation		13-May
HW	Complete Module 6 - Test 1		
6	Safety / Health	18-May	
6	Security / Privacy		20-May
HW	Complete Module 6 - Test 2		
ME	"Risk Management"	In-Class Mock Test	Fri 22 May 6
RS	Review Session 1	25-May	
RS	Review Session 2	Tue 26-May	
RS	Review Session 3		27-May
FE	Final Mock Exam		Sat May 30

The Above Schedule is subject to change, please contact our office for further details.

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