



In Cooperation With



## **Certificate in Human Resource Management (The SHRM Learning System® Course)**

*A program that takes you places without leaving the area...*

**Fall, 2007**

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### **A Program Designed to Advance the Careers of Those Who Are...**

- HR professionals planning to take the PHR® or SPHR® certification exam
- PHR® professionals seeking to “upgrade” their certification to SPHR®
- Certified HR professionals needing credits for PHR®/SPHR® recertification
- HR practitioners seeking professional development to advance their careers
- Experienced managers who are new to the HR field
- Mid-level managers pursuing a career change or promotion

### **Solid Benefits**

- Offered in official partnership with the Society for Human Resource Management (SHRM)
- Updated and expanded HRCI exam prep course based on the SHRM Learning System®
- Curriculum designed by subject matter experts, covering the 2007 HRCI Body of Knowledge
- Includes application exercises that develop specific competencies and decision-making skills
- As a certification preparation program, it consistently beats the national pass rate.
- Receive a Certificate of Completion and earn 4.0 continuing education units
- Our classroom-based format provides these additional benefits:
  - A structured classroom environment that enhances learning and helps you stay on track
  - An experienced instructor to explain concepts and apply them to your industry
  - Opportunities to network and share real-world experiences with other HR professionals
  - Maximizes employer tuition assistance and minimizes travel

### **Features That Deliver**

- Periodic online updates cover significant changes in legislation and HR policies
- Comprehensive bank of test questions – more than 1,600 in all
- Practice tests that are formatted to mimic the current HRCI exam experience
- An interactive case study featuring real-life scenarios to test students’ ability to apply concepts learned throughout the course
- SPHR Preparation Book to help students take a more strategic approach, applying information across functional areas

- Access to the SHRM Learning System® Resource Center, featuring HR updates, Webcasts, test-taking tips, related links, and eFlashcards that can be printed or downloaded to a PDA
- SPHR Preparation Book for specialized SPHR training.

## Key HR Topics Covered in the Updated 2007 SHRM Learning System

- **Strategic Management**
  - evaluating HR's strategic contributions, assessing the internal environment, scanning the external environment, ethical issues, legislative and regulatory environment.
- **Workforce Planning and Employment**
  - key legislation affecting employee rights, privacy and consumer protection, EEO/Affirmative Action, gender discrimination and harassment, organizational staffing requirements, job analysis and documentation, recruitment, flexible staffing, selection and retention, organizational exit, employee records management.
- **Human Resource Development**
  - key legislation, HRD and the organization, organizational development initiatives, adult learning and motivation, training and development, talent management, developing leaders, and performance management.
- **Total Rewards**
  - key compensation and benefits legislation, total rewards and the strategic focus of the organization, compensation structure and systems, intro to benefit programs, government-mandated benefits, other nonstatutory benefits, international employees, evaluating the total rewards system and communicating it to employees.
- **Employee and Labor Relations**
  - employee relations and organizational culture, employee involvement strategies, measuring employee attitudes, policies, procedures, and work rules, discipline and complaint resolution, labor relations legislation and union organizing, unfair labor practices, collective bargaining, and strikes and secondary boycotts.
- **Risk Management**
  - organizational risk, key legislation, safety, health, security, and privacy.

## Convenient Course Schedules for Busy Professionals

*(Choose the section location and evening which is most convenient for you)*

HRCU 0001-2803: **August 28th - November 20th, 2007 (13 Tuesdays) 5:30 - 8:45 p.m.**  
**[8/28 only: 5:30 – 7:00 p.m.]**

**Location:** Sorrento Valley area  
 3398 Carmel Mountain Road, San Diego, CA 92121

**Instructor:** Sam Bresler, Ph.D., SPHR, CCP

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HRCU 0001-2804: **September 5th – December 5<sup>th</sup>, 2007 (13 Wednesdays)**  
**[9/5 only: 5:30 – 7:00 p.m. No class Wed. 11/21]**

**Location:** Mission Valley: Chapman University  
 7460 Mission Valley Rd., San Diego, CA 92108

**Instructor:** Steve Murphy, MS, SPHR

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## Experienced, SPHR Life-Certified Instructors

**Sam Bresler, Ph.D., SPHR, CCP**, is currently supporting SAIC in a Consulting role, having served most recently as the company's Vice President for Human Resources, Learning and Leadership Development, and prior to that position, as Vice President, Human Resources for their Western Region. He has more than 31 years of experience in HR. A "Life Certified" SPHR, Sam is Past President of the national SHRM Foundation Board of Directors. He is also a member of the Center for Creative Leadership's San Diego Board of Councilors, and is currently serving on the Executive Advisory Board for SkillSoft. Sam is an adjunct faculty member in Chapman University's Human Resources graduate degree program.

**Steve Murphy, M.S., SPHR**, is the owner of Murphy Performance Strategies (MPS), a performance consulting firm specializing in individual and organizational performance improvement strategies and human resources consulting. A "Life Certified" SPHR, Steve has over 20 years HR experience. HE has served on the San Diego SHRM chapter Board of Directors and is active in other professional associations. Steve is a member of Chapman University's adjunct faculty in the M.S. Human Resources degree program.

## Course Investment

\$925 for SHRM members and \$975 for non-SHRM members. The fee includes \$395 for the SHRM Learning System® modules, workbooks, case studies, mastery tests, all required readings and "A Guide to Smart Test Taking". It also includes an interactive web-based component (described under "New for 2007") and access to the SHRM Learning System Resource Center

## Here Is What Two of Our Past Participants Said About the Course...

***"The SHRM Learning System course offered through Chapman University prepared me extensively for the rigorous exam and offered me the ability to network with some of the most talented HR professionals in San Diego! I felt well prepared for the exam."***

Phylcia Cicalo-Aiken, SPHR  
Human Resources manager – West Division  
McDonald's Corporation

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***"The course material was informative and organized, the SHRM Learning System was a critical component in [the PHR/SPHR] exam preparation, and...the instructors were respected experts in the HR profession. Thank you for assisting me in achieving this professional goal."***

Jennifer Mardon, SPHR  
Human Resources Director  
Embassy Suites La Jolla

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Do you have questions?  
Would you like to be on our mailing list?  
Would you like to register? (Sorry, no online registration is available)

**Contact Kurt Norden, Extended Education**  
**619.908.6012 or [norden@chapman.edu](mailto:norden@chapman.edu)**

For information about the 2007 PHR and SPHR Examinations, visit [www.hrci.org](http://www.hrci.org)