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knowledge and practical experience in human resource management necessary to pass an examination demonstrating a mastery of the body of knowledge in the field., "CAI's PHR®/SPHR® preparation class was invaluable in helping me prepare for and pass the SPHR® exam. Instructor David Siler has broad knowledge of and experience in the HR field and does an excellent job of presenting the exam content in a relaxed classroom environment.", Ben Post author February 19, 2018 at 2:49 pm. Hey, Brett! Depending on your company size and your career goals, one of them might fit better. In terms of purely being recognized by the hiring community as a show of your professional skills, HRCI certifications are requested about four times as often as SHRM certifications., PayScale recognized in Compensation Management based on user reviews. Tell Us About Your Role. Whether you are a people manager at a small business or a compensation professional at a Fortune 500 company, employee compensation strategy is part of your organization's bottom line and success., Marita Yancey, SPHR, SHRM-SCP [Senior

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