2024 Exam Content Outline Updates

In March 2024, HRCI will launch refreshed Exam Content Outlines (ECOs) for four of our certifications: PHR, PHRi, SPHR, and SPHRi. The primary motivation for these updates is to enhance program alignment and streamlining terminology.

Overview of Changes

- **Alignment:** We have successfully aligned the PHR and PHRi exams and the SPHR and SPHRi exams. These certifications are now identical, except for the international business portion.

- **Incorporation of DE&I Concepts:** The new ECOs integrate Diversity, Equity, and Inclusion (DE&I) concepts into several task statements.

- **Domestic vs. International Differences:** Paired, parallel tasks have been introduced to address differences between domestic and international aspects.
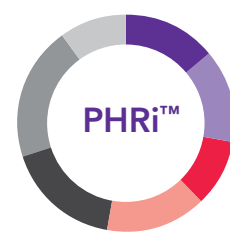
PHR and PHRi Changes

In the updated ECOs for 2024, PHR and PHRi programs now share the same domain names and weights on each exam. Additionally:

PHR®
- Two new domains will be added, **HR Information Management** and **Employee Engagement**.
- The Talent Planning and Acquisition domain has been slightly renamed to **Workforce Planning and Talent Acquisition**.

PHRi™
- In 2024, one new domain, **Business Management**, will be added, along with some **minor domain name changes**.

- **14%** Business Management
- **14%** Workforce Planning and Talent Acquisition
- **10%** Learning and Development
- **15%** Total Rewards
- **17%** Employee Engagement
- **20%** Employee and Labor Relations
- **10%** HR Information Management

SPHR and SPHRi Changes

For SPHR and SPHRi, the programs now share the same domain names and weights on each exam. However, the international programs will continue to operate as before, without references to U.S. law and regulations. Specifically:

SPHR®

- In 2024, HR Information, Management, Safety, and Security is a new domain, with Leadership and Strategy and Total Rewards domains remaining unchanged. **Employee Relations** and **Engagement and Learning and Development** are combined into a new domain, **Talent Management**.

SPHRi™

- In 2024, two new domains, **Total Rewards** and **HR Information, Management, Safety, and Security**, have been added, while two domains have been renamed. Additionally, **HR Service Delivery** and **Measurement and Analysis** are combined into **Workforce Planning and Talent Acquisition**.

SPHR® **SPHRi™**

- **33%** Leadership and Strategy
- **17%** Workforce Planning and Talent Acquisition
- **23%** Talent Management
- **17%** Total Rewards
- **10%** HR Information Management, Safety, and Security

What This Means for Certification Prep Providers

While these changes introduce edits, we want to assure you that preparing for an HRCI exam can be based on either the current or 2024 exam content outlines and that the difficulty of the exams remains the same.

What This Means for Exam Takers

- **Exams:** Exam takers can continue taking their exams as usual. The new exam content outlines will officially go live on March 1, 2024 and that is when the updated content will be reflected across these exams. Individuals can prepare based on either the 2023 or 2024 exam content outlines.

- **Purchased Prep:** If exam prep has been purchased previously, the courses will not be affected by these changes.