



# Human Resources Management & SPHR® Re-Certification

## *Associate Certificates*

Self-paced

### Program Description

**Associate Certificates in Human Resources Management & SPHR® Re-Certification** help you to continue your life-long learning and enhance your knowledge and skills in the following topics:

- ⇒ **SPHR Re-Certification: The Strategic HR Manager**  
This course is specifically geared towards those seeking SPHR re-certification. You will sharpen your HR skills in topics ranging from Strategic Planning and Development to Total Rewards and Risk Management.
- ⇒ **Advanced Management Skills (New)**  
A course that provides HR professionals with a broad knowledge of essential management skills ranging from Strategic Management to Negotiation.
- ⇒ **Leadership Skills—Leading Teams, Leading Change (New)**  
Gain the leadership skills necessary to be successful in any role. Learn to establish goals, develop team culture, manage change, and deal with conflict.
- ⇒ **Brush Up on Your Business Law**  
A refresher course for Human Resources professionals. Topics include, Employment and Labor Law, as well as, Lawsuits and Negotiations.
- ⇒ **Diversity, EEO & Social Environment**  
This course tackles common ethics issues HR professionals encounter on a regular basis. Topics include Planning a Diversity Initiative, Affirmative Action and the EEO, as well as, Risk Assessment and Prevention.

### ⇒ Performance Management

This course provides HR professionals with broad knowledge on the prevention and improvement of problem performances by employees. Topics include Assessing Performance Continuously and Elements of a 360 Degree Performance Review.

### Return on Investment

Through the **Associate Certificates in Human Resources Management & SPHR® Re-Certification** program, you will gain the following:

- Excellent preparation for the **Professional in Human Resources (PHR®)** certification exam
- **20 Human Resources Certification Institute (HRCI)** credits, satisfying the requirement to qualify for re-certification.
- Flexibility and convenience of a self-paced, distance-learning format.
- One-on-one support from a Rutgers advisor/instructor through your successful completion of the program.

### Who Should Attend

Individuals in any organization or industry with HR responsibility, including:

- HR professionals looking to earn re-certification credits.
- Those who want to keep current on changing HR laws, best practices and innovative labor strategies.
- Departmental and line managers who are required to be familiar with HR skills and laws.

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Executive Education

[execed.rutgers.edu](http://execed.rutgers.edu)

### Program Faculty

Rutgers University advisor/instructors.

### Credits Awarded

2 Continuing Education Units (CEUs)

20 HRCI credits

### Course Dates

Self-paced

*(Total Estimated Duration: 20 hours)*

### Location

Online

### Investment

\$899 per person, including all online educational and training modules, six months access to the Rutgers online course library and electronic Business Library, and support from a Rutgers University advisor/instructor.

All major credit cards accepted.

In order to support your organization's training and growth, Executive Education will provide you with additional savings if three or more individuals from your organization enroll in the same Open Enrollment program. Please contact 856.225.6685 for more information.

### Corporate & Custom Training

We understand that you and your organization face challenges that are complex and your world is in constant demand for change. Rutgers Executive Education works with our clients on a one-to-one basis to create high-impact learning solutions that are tailored to the needs of each organization. Please contact us to discuss making this, or any of our courses, into a custom tailored program to fit your organization's needs at 856.225.6685 or visit <http://execed.rutgers.edu/category/corporate-custom-training/> for more information.

### About Executive Education

Rutgers School of Business – Camden is accredited, nationally respected and widely recognized for its business research and teaching excellence. Executive Education at Rutgers School of Business – Camden serves as a conduit between the business academic expertise of the School of Business and the professional world. Organizations around the globe utilize Executive Education to develop and deliver training programs, organizational development strategies and operational effectiveness plans.

### Related Programs

#### ◆ Human Resource Management Professional Certificate & PHR® Prep

A fundamental course that will help you to enhance your skills and gain a deeper understanding of best practices and the critical functions of human resources.

### Registration



856.225.6685



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<http://execed.rutgers.edu/subdomain/hr-mgmt/>



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