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The Society for Human Resource Management (SHRM) offers two primary certification exams: the SHRM Certified Professional (SHRM-CP) and the SHRM Senior Certified Professional (SHRM-CP) and the
Understanding how these exams work, including the scoring system and the number of questions you can get wrong, is crucial for candidates preparing to take the exams. This article delves into various aspects of SHRM certification, including preparation steps, exam structure, and scoring criteria. The SHRM is the world's largest HR professional
membership organization, founded in 1948. With over 300,000 members, SHRM is dedicated to promoting the HR profession and providing resources for HR professionals. SHRM Certification Overview The SHRM-CP
is aimed at HR professionals who perform operational HR functions, while the SHRM-SCP is designed for senior HR professionals who are involved in strategic decision-making. Both certification exams consist of multiple-
choice questions that assess a candidate's understanding of HR principles and their ability to apply these principles and situational judgment skills, ensuring that certified professionals are well-equipped to handle the complexities of HR roles. Exam Composition The
SHRM-CP and SHRM-SCP exams contain a total of 134 questions, which include: Knowledge and understanding of HR concepts. Situations assess factual knowledge and understanding of HR concepts. Situations assess factual knowledge and understanding of HR concepts. Situations assess factual knowledge and understanding of HR concepts. Situations assess factual knowledge and understanding of HR concepts.
computer-based and allow candidates a total of 3 hours and 40 minutes to complete them. Candidates are adequately prepared for the exams. Below are the
essential steps to obtain SHRM certification: 1. Determine Eligibility Before applying for SHRM certification, candidates must verify their eligibility based on their education and professional experience and register for the SHRM exam of your choice. The eligibility based on their education and professional experience and register for the SHRM exam of your choice.
have at least a bachelor's degree and at least one year of HR experience. SHRM-SCP: Candidates must have at least a bachelor's degree and at least three years of HR experience, or a master's degree with at least two years of experience in a
strategic HR role. 2. Select the Appropriate Certification Candidates must decide which certification aligns with their career goals. If they are early in their HR careers or primarily involved in operational roles, the SHRM-CP may be the right choice.
SCP. 3. Prepare for the Exam Preparation plays a vital role in achieving success on the SHRM exams. Candidates can enhance their readiness by utilizing online SHRM-CP test prep and SHRM-SCP test prep and SHRM-SCP test prep and structured materials.
help candidates familiarize themselves with the exam content, ensuring they are well-equipped to tackle the questions effectively. In addition to these resources, practicing with practice questions allows candidates to assess their
understanding of key concepts and identify areas that may require further study. Candidates can choose from various study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods, including: Self-Study: Utilizing the SHRM Learning System, which includes study methods are study methods.
in-person or online. Study Groups: Joining local SHRM chapters or study groups to collaborate with peers and share insights. Practice with Sample Questions: Taking practice exams is an effective way to gauge readiness. Candidates should familiarize themselves with the format and types of questions they will encounter on the actual exam. You can
access SHRM-CP exam practice test questions. 4. Schedule the Exam Once candidates feel prepared, they can schedule their exams during designated testing windows. The SHRM-CP and SHRM-SCP exams are offered twice a year, typically in the spring and fall. Candidates should ensure they register during the open application window. Check
SHRM Exam Dates 2024 5. Take the Exam On the exam day, candidates should arrive at the testing center or log in for remote proctoring with ample time to spare. The exams are timed, and candidates must manage their time effectively to complete all questions. 6. Maintain Certification After passing the exam, certified professionals must recertify
every three years to maintain their credentials. This can be achieved by earning Professional Development is essential for long-term success in the HR field. The scoring process for SHRM certification exams is designed to ensure that candidates
are evaluated fairly and accurately. Here's how the scoring works: Scoring Methodology: The SHRM exams use a criterion-referenced scoring system, which means that candidates are measured against a predetermined standard rather than against one another. The passing score for both the SHRM-CP and SHRM-SCP exams is set at 200 points.
Question Weighting: The 134 questions on the exams are divided into two categories: knowledge-based and situational judgment areas to pass
the exam. Field-Test Items: Additionally, each exam includes 24 field-test items are not counted toward the candidate's score. These items are used to gather data on questions are field-test items during the exam. The passing score for the SHRM
certification exams is set at 200 points. It is important to note that candidate's knowledge and skills in HR, and the passing score reflects the minimum competency required to demonstrate proficiency. The SHRM exams consist of 134 questions, but the
scoring is not a simple percentage of correct answers. The passing score of 200 is based on a scaled scoring system that takes into account the difficulty of the questions. This means that not all questions are equal in terms of their contribution to the overall score. The scaled score allows for a consistent passing standard, regardless of variations in
exam difficulty from one testing window to another. This approach ensures that candidates are evaluated fairly, even if they take different versions of the exam. Minimum Correct Answers Required While the exact number of questions that they need
to answer approximately 65-75% of the questions correctly. Given that there are 134 questions on the exam, this translates to needing around 87 to 100 correct answers to achieve a passing score. Do I Have to Answer All Questions Correctly to Pass? No, candidates do not need to answer all questions correctly to pass the SHRM exams. The number
of questions that must be answered correctly varies depending on the exam's difficulty and the specific scoring criteria set by SHRM. However, candidates should aim to answer as many questions correctly as possible to ensure they meet the passing standard. Using the estimated range of correct answers needed to pass, candidates can determine
how many questions they can afford to get wrong. If a candidate needs to answer at least 87 questions correctly to pass, they can get around 47 questions wrong. Conversely, if aiming for a higher score, the number of allowable incorrect answers decreases. Understanding this margin can help candidates manage their expectations and focus their
study efforts on the most challenging areas of the exam content. If you get many questions wrong, definitely you will have to think about retaking your SHRM exam. Preparation is crucial for success on the SHRM certification exams. Here are some effective strategies for how you should study for your SHRM
certification: Develop a Study Plan: Creating a structured study plan is essential for effective preparation. Candidates should allocate time each week to review the SHRM BASK and study materials: Online resources can
significantly enhance the study experience. The SHRM Learning System offers a comprehensive suite of study materials, including: Interactive Learning Modules: These modules provide engaging content that covers key HR concepts and comprehensive suite of study experience. The study experience are comprehensive suite of study experience.
question types. Detailed SHRM study guides outline the content areas covered in the exams, helping candidates prioritize tests is one of the most effective ways to prepare for the SHRM exams. Candidates prioritize their study efforts. Taking practice tests is one of the most effective ways to prepare for the SHRM exams.
candidates become comfortable with the exam format and time constraints. Join a Study Group: Collaborating with peers can enhance the learning experience. Joining a local SHRM chapter or forming a study group with fellow candidates allows for discussion of challenging topics and sharing of study resources. Group study can provide motivation
and accountability. Focus on Behavioral Competencies: Both the SHRM-CP and SHRM-SCP exams assess candidates on behavioral competencies in addition to HR knowledge. Candidates should familiarize themselves with these competencies can
be crucial for success on the exams. Manage Test Anxiety: Test anxiety can affect performance, so candidates should develop strategies to manage stress. Techniques such as mindfulness, deep breathing exercises, and positive visualization can help candidates remain calm and focused during the exam. Prepsaret is recognized as one of the best
online resources for SHRM exam preparation. It offers a variety of study materials tailored specifically for SHRM certification, including: Comprehensive Study Guides: Prepsaret provides in-depth SHRM-CP test Prep that cover all aspects of the SHRM BASK. Practice Questions and Explanations: Candidates can access a wide range of practice
questions, along with detailed explanations for each answer. This helps reinforce learning and clarify any misunderstandings. Flexible Learning Options: Prepsaret offers both self-paced and instructor-led courses, allowing candidates to choose the format that best suits their learning style. Performance Tracking: The platform includes tools to track
questions in total, but only 110 of those questions are scored. The passing score for the exam is set at 200 on a scaled score range of 120 to 200, which means that the number of questions you can get wrong varies depending on the exam is set at 200 on a scaled score for the exam is set at 200 on a scaled score range of 120 to 200, which means that the number of questions you can get wrong varies depending on the exam is set at 200 on a scaled score range of 120 to 200, which means that the number of questions you can get wrong varies depending on the exam is set at 200 on a scaled score range of 120 to 200, which means that the number of questions are scored.
must answer a sufficient number of questions correctly to achieve the scaled passing score, but the exact number of questions needed to pass can differ slightly between exam administrations due to the nature of the scoring process. The failure rate for the SHRM certification exams, including the SHRM-CP and SHRM-SCP, is not explicitly stated in
the available data. However, it is known that the pass rates for these exams can vary. For instance, the SHRM-CP exam has seen pass rates around 68% for first-time test-takers, indicating that a significant portion of candidates may not pass on their first attempt. This suggests that while many candidates do succeed, a notable number may need to
retake the exam to achieve certification. If you fail the SHRM-CP exam, you will receive a report detailing your performance, which can help identify areas for improvement. Candidates are allowed to retake the exam, but they must wait a minimum of 45 days before doing so. This waiting period provides time for further study and preparation.
Additionally, candidates can retake the exam as many times as necessary, but they must pay the exam fee for each attempt. The difficulty of passing the SHRM exam can vary based on individual preparation times ranging from
41 to 120 hours for optimal performance. The exams are designed to assess a candidate's knowledge and competencies in human resources, and while many candidates pass, the exams are challenging enough that a significant percentage may not succeed on their first attempt. Success largely depends on the candidate's commitment to studying and
understanding the SHRM Body of Applied Skills and Knowledge (BASK) " - The journey of 1000 miles starts with a single step. Today you're taking the first step towards HR certification. Specifically, the SHRM-CP. The shrm-cp is one of two new exams introduced by the Society For Human Resource Management. HR pros with this designation are
typically involved in the day-to-day operations of the HR department, like implementing policies or processing new hire paperwork. If this sounds like how you work, the SHRM-CP is the right exam for you. The SHRM Learning System is one of the main resources available for prepping for the newly accredited SHRM-CP. My goal here is to help you
prepare for the exam by introducing you to the SHRM-CP and how it's structured and providing an overview of the SHRM Body of Competency and Knowledge. The SHRM-CP tests your understanding of HR operations and your ability to apply US laws to various business dilemmas. To qualify to take the exam you need both a combination of
experience and education. You are eligible if you meet one of seven criteria. One, you've earned a master's degree and have worked in HR for one year. Two, you've earned a master's degree and have worked in HR for one year. Two, you've earned a master's degree and have at least two years of HR experience. Four, you've
earned a bachelor's degree in an HR-related discipline and you have at least one year of HR experience. Six, you've earned a high school diploma, have taken some college-level HR coursework and have at least three years of HR experience. And finally, you're a
college student in your final year of a program that aligns to the SHRM's curriculum quidelines and you have 500 hours of internship or practical HR experience. You should also visit the site and review the SHRM Certification Handbook for additional detail.
Once you have determined that you meet the eligibility criteria, you will need to apply to take the test on the SHRM Certification website. You'll be asked to submit evidence of professional level HR experience at that time. Once you've successfully passed the audit, you will receive an authorization to test letter. After receiving this letter, you may
register to take the test during one of the two testing windows offered each year. Typically running from May to July or December through February. The SHRM-CP is a four hour test with 160 questions that covers eight functional areas identified by the SHRM Body of Competency and Knowledge. 95 questions are knowledge-based, and 65 questions
are situational judgment questions. There are also 30 field questions that are not scored. Take a look at the exercise file named SHRM-CP exam. Try not to rely on any one source for preparation. Take as many full-length practice
exams as you can and give yourself enough time to study. I followed this advice with every HR certification exam I've taken, and I've passed them all the first time. I recommend you use this course as an introduction to the SHRM-CP to provide you with a foundation of the topics you'll need to review in-depth to be prepared. You can start off by taking
the SHRM-CP practice test included in the exercise files. Then I'll take you through each behavioral competency and give a high-level overview of the functional areas you need to explore to prepare for the exam. You can also access free resources, like the Department of Labor website, to familiarize yourself with the laws and regulations that impact
HR. Getting certified is a game-changer. Employers see certified HR pros as people who are committed to continual learning and development, which is an attractive quality to many employers. So let's get started on your certification journey together. Download the files the instructor uses to teach the course. Follow along and learn by watching,
listening and practicing. Exercise File: Subscribe to access. Ex_Files_Intro_SHRM_CP_Cert_Exam.zip Watch courses on your mobile device without an internet connection. Download courses using your iOS or Android LinkedIn Learning app. Reddit and its partners use cookies and similar technologies to provide you with a better experience. By
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SHRM Executive Network Content. Learn about Executive Network Membership Please enjoy this free resource! Join SHRM for unlimited access to exclusive articles and tools. Join / Renew In order to continue enjoying our site, we ask that you confirm your identity as a human. Thank you very much for your cooperation. To achieve success in the
competitive field of human resources, obtaining the SHRM Certified Professional (SHRM-CP) certification is a significant milestone. This credential, awarded by the Society for Human Resource Management (SHRM), validates the expertise and knowledge of HR professionals. However, aspiring candidates often wonder about the passing score
required for this exam. The SHRM-CP exam is designed to assess a candidate's understanding of HR principles and their ability to apply this knowledge in real-world scenarios. In this article, we will explore the passing score for the SHRM-CP, how the passing is calculated, the content areas tested, the exam structure, preparation strategies, and
more, providing a comprehensive guide for those looking to embark on this certification journey. Learn: How to Register For SHRM Content Areas essential for effective human resource management. The exam consists of 134 multiple-choice
questions, which include both scored and unscored items. The primary content areas covered in the exam are: People (18%): This area focuses on talent acquisition, employee engagement, and performance management. Leadership & Navigation (17%): Questions in this section assess a candidate's ability to lead and manage organizational change organizational change organization.
effectively. Business (16.5%): This component evaluates understanding of business operations and the impact of HR on organizational success. Interpersonal (16.5%): This area tests communication skills and the ability to build relationships within the workplace. Workplace (14%): Questions here revolve around workplace culture, diversity, and
compliance with labor laws. These content areas are designed to ensure that HR professionals possess a well-rounded understanding of the various aspects of human resource management. The SHRM-CP exam is structured to provide a comprehensive assessment of a candidate's HR knowledge and skills. The exam consists of 134 questions, which
are divided into two sections. Candidates have a total of 3 hours and 40 minutes to complete the exam, with each section lasting up to 1 hour and 50 minutes. The questions are a mix of stand-alone knowledge-based items and scenario-based situational judgment items. The questions are a mix of stand-alone knowledge to realistic workplace
scenarios, demonstrating their judgment and decision-making skills. Notably, 24 of the questions are unscored field-test items used for future exam development, ensuring that candidates are evaluated fairly based on their performance on the scored future exam development, ensuring that candidates must achieve a scaled score of 200 points or
more. The scoring system ranges from 120 to 200, with 200 being the maximum score achievable. The raw score, calculated based on the number of correct answers, is transformed into a scaled score to account for variations in difficulty across different exam forms. Importantly, guessing is not penalized, which means candidates can answer
questions without fear of losing points for incorrect answers. This scoring approach allows for a fair assessment of a candidate's competency and knowledge in human resource management, reflecting the level of expertise required for certification. The process for calculating the SHRM-CP passing score involves several key steps that ensure a fair
and standardized assessment of candidates' knowledge and competencies in human resource management. Scoring Methodology Raw Score Calculation: After completing the SHRM-CP exam, candidates receive a raw score based on the number of questions, of which 24 are unscored field
test items used for future exam development. Only 110 questions contribute to the final score. Scaled Score Conversion: The raw score is then converted into a scaled score that ranges from 120 to 200. This scaling is to ensure that scores
are comparable regardless of when or which version of the exam was taken. Passing Score Determination: The passing score for the SHRM-CP exam is set at a scaled score of 200. This score reflects the minimum level of competency expected from HR professionals performing operational roles. The passing score is determined using the Modified
Angoff method, a widely recognized standard-setting procedure that involves expert panels evaluating the exam questions and determining the level of knowledge required to answer them correctly. Importance of the Passing Score Achieving a passing score of 200 indicates that a candidate has demonstrated sufficient knowledge and skills in the
core areas of HR management, which include people, organization, workplace, strategy, and technology. This score is not just a numerical value; it represents a benchmark for professional competency in the HR field. Understanding the process of calculating the SHRM-CP passing score is crucial for candidates preparing for the exam. By knowing
how raw scores are converted to scaled scores and the significance of the passing score, candidates can better focus their study efforts and approach for setting passing scores on certification exams, including the SHRM-CP.
This method ensures that the cut score reflects the minimum competency required for candidates in the field of human resources. Here's how the process works: 1. Formation of a Panel of Experts A group of subject matter experts (SMEs) is assembled. This panel typically includes individuals with extensive knowledge and experience in HR practices
The experts are tasked with defining what constitutes a "minimally competent candidate" (MCC) for the SHRM-CP exam. 2. Evaluation of Test Items The SMEs review each question correctly. This estimation process requires the experts to
consider the difficulty of each item and the knowledge required to answer it correctly. 3. Consensus Building After the initial ratings, the panel discusses their estimates, addressing any significant discrepancies in their evaluations. This discusses their estimates, addressing any significant discrepancies in their evaluations.
item correctly. The SMEs may go through multiple rounds of rating and discussion to refine their estimates and improve inter-rater reliability. 4. Calculation of Mean Scores Once consensus is achieved, the mean probability scores for each test item are calculated. These scores represent the panel's collective judgment regarding the difficulty of each
question. 5. Setting the Cut Score The final step involves aggregating the mean scores to determine the overall cut score for the exam. The cut score is set at a level that reflects the expected performance of a minimally competent candidate, ensuring that those who pass have demonstrated sufficient knowledge and skills in HR. 6. Validation and
Adjustment The cut score may be validated against actual test data to ensure it accurately reflects candidate performance. If necessary, adjustments can be made based on statistical analysis and feedback from the testing process. Preparing for the SHRM-CP exam requires a strategic approach to ensure candidates are well-equipped to tackle the
diverse content areas. Here are some effective preparation strategies: Study the SHRM Learning System is a comprehensive resource that provides in-depth coverage of the exam content areas, including interactive learning System is a comprehensive resource that provides in-depth coverage of the exam content areas, including interactive learning System is a comprehensive resource that provides in-depth coverage of the exam content areas.
ones offered by our SHRM-CP Test Prep can help familiarize candidates with the exam format and types of questions, aiding in time management and reducing test anxiety. Join Study Groups: Collaborating with peers can enhance understanding of complex topics and provide support throughout the preparation process. Attend Workshops or Courses
Many organizations offer SHRM-CP preparation courses that provide structured learning and expert guidance. Schedule Regular Study Sessions: Consistency is key. Setting aside dedicated study time each week can help reinforce learning and improve retention. By employing these strategies, candidates can enhance their chances of passing the
SHRM-CP exam and obtaining their certification is not just about passing an exam; it represents a significant achievement in an HR professional's career. The certification is recognized globally and demonstrates a commitment to the HR profession
and ongoing professional development. HR professionals with the SHRM-CP credential are often viewed as more competent and knowledgeable by employers, which can lead to better job opportunities and resources that can further enhancement.
one's career in human resources. Try out: SHRM-CP Free Questions To maintain the SHRM-CP certification, professionals must recertify every three years. This process ensures that certified individuals stay current with the latest HR practices and trends. The recertify every three years. This process ensures that certified individuals stay current with the latest HR practices and trends.
(PDCs) through various activities, such as attending conferences, participating in workshops, or completing online courses. By fulfilling these requirements, SHRM-CP holders demonstrate their dedication to continuous learning and professional growth, further strengthening their expertise in the field of human resources. To pass the SHRM-CP
exam, you need to achieve a scaled score of 200 points or higher. The exam consists of 134 multiple-choice questions, but only 130 contribute to your score, as 24 are unscored field-test questions. The exact number of correct answering around 65-
70% of the scored questions correctly is a common benchmark for passing. Guessing is permitted, as there is no penalty for incorrect answers. The SHRM-CP exam pass rate varies, but research shows that candidates who spend 81 to 120 hours preparing have the highest pass rates are quite consistent and high for those who
prepare for 41 to 200 hours. However, pass rates start to decline for those who spend more than 200 hours preparing, suggesting that overpreparing can be counterproductive. The current SHRM-CP pass rate is around 67%. To determine if you passed the SHRM-CP pass rate is around 67%.
An email will direct you to access your score report through the My Resources tab on the SHRM website. If you pass, the score report will include your digital certificate. A passing score is at least 200 points out of a possible range, with your raw score reflecting the number of correct answers. If you have not received your results within this
timeframe, consider contacting SHRM for assistance Check out: Does SHRM-CP Expire The SHRM-CP test is considered challenging by many candidates. The exam features situational judgment questions that often lack straightforward answers, requiring a deep understanding of HR concepts and practices. Reports indicate that successful
candidates typically invest between 41 to 120 hours in preparation, with a pass rate around 67%. While some individuals have passed without extensive studying, most find that thorough preparation is essential for candidates to assess their
readiness before attempting the exam. Related: How Hard is the SHRM Test? Other online SHRM Exam? The SHRM exam is for people who are in or want to be in the Human Resource field and move on to management. You do
not have to already hold an HR job to be able to take it. However, having experience in the HR field will only help you on the SHRM exam. This exam is a good way to move up in HR and begin earning more. HR management is a higher-level job that will likely increase your income. Plus, it proves to your bosses that you are committed to the company
and improving their HR efforts. What Types of Questions are on the SHRM Exam? There are two main types of SHRM test questions. You will see multiple-choice questions that are either knowledge-based questions or situation-based questions. You will see multiple-choice questions that are either knowledge-based questions that are either knowledge-based questions.
Questions The first thing you need to know about the knowledge-based section is that there are two categories that the topics fit into. In the first category, you will see questions about HR-specific knowledge items (KIs). There are 14 HR-related knowledge items: Administrative Responsibilities Career Planning Compensation and
BenefitsComplianceEmployee EngagementHealth and SafetyHuman Resource PlanningIndustrial Relations. Jou will see any manner of the knowledge-based questions, you will see any manner of
questions related to these topics. The second category is fundamental knowledge items (FKIs), and there are 8 behavioral competencies this section will cover: Business AcumenCommunicationCritical EvaluationEthical PracticeGlobal and Cultural EffectivenessLeadership and NavigationRelationship ManagementIf you aren't sure about
any of these topics listed above, you should hold off on taking the SHRM exam as these are the main subject areas covered in a large portion of the questions. Situation-Based Questions may seem more difficult than the knowledge-based ones
since they are based on your judgment and decision-making rather than memoizable information. How this section works is that you are given a work-related situation (for example, two co-workers have a disagreement outside of work that starts to impact their relationship inside of the workplace), and you have to decide how to best handle the
situation from answers provided for you. Another quirk of this section that may make it more difficult than the knowledge-based section is that you will only receive credit for choosing the best. Field-Test QuestionsOn every
SHRM exam, there are 24 field-related questions are mixed in with the other two sections, so you will not know which
questions are field-test questions while taking the exam. It is important that you answer each questions on the SHRM-CP exam including the 24 field-test questions. So, you will only be scored on around 110 of the questions.
Approximately 50% of the exam will be knowledge-based questions and about 50% are situational-based questions while 55 of them will be knowledge-based questions while 55 of them will be knowledge-based questions while 55 of them will be knowledge-based provided and a half
minutes to answer every question on the exam. That gives you plenty of time to think about your answer and read scenarios before choosing the correct one. Is the SHRM test can be difficult. Since 50% of the exam isn't based on knowledge that you can study for, some might argue that it is quite difficult.
However, with proper preparation, you should be able to pass with ease. What is the Pass Rate for the SHRM-CP test can be difficult because of the situation-based questions. With a pass rate between 67-70% (source), you may think that you don't need to study. We recommend it, as many of the test-takers who
pass have studied at least a little before the exam. How Do I Practice for the SHRM exam? The best way to practice for the SHRM exam is to take a SHRM practice test. It exposes you to the questions on the exam to make you a faster test taker and allows you to see various SHRM test questions you will need to know. You can also find online study
guides that will show you what the most relevant information that you need to study. You may find flashcards online that also help you review topics that you may not have studied in a while. We have listed a few of our favorite flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that also help you review topics that you may find flashcards online that you may find flashcards online that also help you review topics that you may find flashcards online that you may find flashcards online that also help you review topics that you may find flashcards online that you may find flashcards online that also help you review topics that you may find flashcards online that you may flashcards only flashcards online that you may flashcards only flashcards on the flashcards on 
guides, prep courses, practice tests, or flashcards, find a way to study and prepare for this exam. SHRM-CP Practice FAQs SHRM stands for Society for Human Resource Management. Hence, the name gives it all away. The SHRM exam aims to provide official certificates to those who strive for more prominent and essential roles related to human
resources. It is ideal for those who want to improve and transform the workspace. SHRM is an organization aims to promote human resource roles and positions. Hence, the entire focus rests on practices, providing adequate training, and
improving the skills of individuals. Find out all about the SHRM exam in this article and whether it is not easy. What Exactly is the SHRM Exam? The SHRM test is your path toward attaining the shrew exam in this article and whether it is not easy. What Exactly is the SHRM exam? The shrew exam in this article and whether it is not easy. What Exactly is the SHRM exam? The shrew exam in this article and whether it is not easy. What Exactly is the shrew exam? The shrew exam in this article and whether it is not easy. What Exactly is the shrew exam? The shrew exam in this article and whether it is not easy. What Exactly is the shrew exam? The shrew exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam in this article and whether it is not easy. What Exam? The shrew exam is not example to the shrew exam in this article and whether exam is not example to the shrew exam in this article and the shrew exam is not example to the shrew exam is not example to the shrew exam is not example to the shrew example to the s
skills one reaches throughout his experience in the workforce. In a gist, the SHRM exam will test your knowledge regarding whether you are ready for a more significant role revolving around human resources. The exam has not been designed for everyone, as it requires patience, knowledge, and extensive practice of their skills. But how long is the
SHRM exam? How many questions are there? Find out below: SHRM Exam Administration Method: computer-based exam That said, the design of the exam revolves around the SHRM Exam Administration Method: computer shall exam Length: 3 hours and 40 minutes SHRM Exam Number of Questions: 134 questions are there? Find out below: SHRM Exam Number of Questions: 134 questions are there? Find out below: SHRM Exam Number of Questions: 134 questions are there? Find out below: SHRM Exam Number of Questions: 134 questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are there? Find out below: SHRM Exam Number of Questions are the properties are the propertie
personnel should obtain. For further information, check the SHRM BASK web page. Now, it is essential to note that the exam includes numerous topics, and all the questions target the facts and general knowledge you have obtained. Second is the
scenario-based inquiries that reflect your ability to make decisions and think analytically. There are six main topics in the exam, 3 of which are under the behavioral competency category, and the other three are related to HR information. Below are the SHRM topics: Organization: 18% People: 18% Leadership: 17% Business: 5% Interpersonal: 5% Interperso
Workplace: 14% Now, two exams fall under the SHRM. These are the SHRM-CP and the SHRM-CP it is less extensive and complex compared to the SHRM-SCP. So, what is the SHRM-CP? It
targets individuals who have experience in an HR-related role in a workspace. However, individuals who are studying in college are also eligible for the exam. This exam will assess how well you would operate in an HR-related role. It measures your
competency regarding the workspace, operation, abilities, and knowledge. Mainly, you will be tested on how you interact with individuals, work around the office, and implement policies around the place. The eligibility for the SHRM-CP depends on the following: Level Less than Bachelor's Degree Bachelor's Degree Attained Received a Graduate
Degree Education Pursued HR-Related Program Non-HR Related Degree Non-HR Related Degree Experience within HR Role 3 years 1 year 2 years Currently in an HR position 1 year But how hard is it to pass the SHRM-CP exam? "The exam was difficult, definitely no walk in
the park at all." This is a statement from Alison Brome, who took the exam during the COVID-19 period. Hence, the exam is not a piece of cake. However, one can pass with flying colors with adequate preparation. SHRM-Senior Certified Professional certification.
This exam is designed for those who have more professional experience in the field and are looking for higher positions within the workspace. Similar to the SHRM-CP, the SCP one will also test your knowledge and competence. However, instead of targeting your understanding of the operational aspect of the work, SCP tests your knowledge
of strategic abilities. Hence, those individuals should be capable of composing procedures for the workspace and attaining more credibility at work. The eligibility at work. The eligibility for the SHRM-SCP depends on the following: Level Less than Bachelor's Degree Education Pursued HR-Related
Program Non-HR Related Program HR-Related Degree Non-HR Related Degree Non-HR Related Degree Experience within HR Role 6 years 3 years 4 years 5 years 4 years 5 years 4 years 5 years 6 years 7 years 8 years 9 years
them include the following: Business Acumen Consultation Leadership & Navigation Communication Ethical Evaluation Ethical Evalu
Workplace So, many wonder, "how many questions are on SHRM exam?" The SHRM-SCP tests have 134 questions each, but only 110 weigh into the final grade. Hence, the raw score is out of 110 and spans between 0-110. However, your final score reflected on the report is scaled from 120 to 200. Is the SHRM Exam Hard to Pass?
This section is all a reflection based on an article from SHRM. It analyses how much time and preparation you should set for your examination. How hard is the SHRM website, the pass rate for the past two years for the SHRM exam was around
65%. As for the SHRM-SCP, it was about 48%. Hence, both exams have low pass rates. That means the exam is a complex one and requires an ample amount of preparation. Otherwise, as noticed above, there are a large number of people that fail. So how much time should you prepare to pass the SHRM successfully? According to the study, 41-200
hours of preparation for the exam. The ideal time for you depends on the knowledge you already have and how well you believe you can perform. However, you should spend less than 200 hours preparing. The study also showed that those individuals had a higher chance of performing poorly. That said, almost every statement online of students
reflecting on their exam performance states that the exam was more complicated than expected. Regardless of how extensive your educational background is, it still requires an ample amount of preparation. Hence, later in this article, you will find out how to prepare for the exam and pass it with flying colors. What's the Passing Score for SHRM.
Exam? As mentioned earlier, the grade reflected on your report illustrates your scaled score, not the raw one. Hence, it will not reflect the total amount of questions you have answered correctly. But what is the SHRM-CP passing score or the SHRM-C
will range between 120-200, it is often fascinating to consider that the passing score is 200. So, what exactly does that mean? Do you have to answer all the questions on the exam correctly to receive a scaled grade of 200? Well, no. The institution does not mention any score above 200, as it immediately indicates that the person has passed the SHRM
exam. Hence, receiving a 200 means that you have illustrated all the skills and competencies required to attain the certification. So, you might be wondering why the institute won't report whether an individual passed or failed an exam. A failed SHRM-CP exam is technically anything lower than 200. However, the number is not the only item on your
report card. Upon failing, a test-taker will receive a detailed graph that shows how well the person performed in each topic or domain. This will allow you to target your weak points and determine your vital areas. Similar to the other standardized exams, such as the ACT, GRE, or SAT, the exams vary in difficulty. It determines whether you are ready
 to work in a faster-paced environment with additional responsibility. Hence, a statistical approach is ideal for determining the actual score from the raw score. That means that the difficulty level is part of your final grade. This gives you an added advantage as it considers the difficulty and alters the scale. 5 Tips for Passing the SHRM Test Below is a
list of the five ultimate tips to use for your SHRM preparation. 1. Know How Much Time to Spend Studying Reflecting on the study mentioned above, you should dedicate 41-200 hours to preparation with 2 hours daily,
you require 20 days to complete it. Remember that the hours you put aside for studying are only some of the keys to success. Instead, it would help if you found an efficient way of learning. Break down the material and target your weak points initially. 2. Go Through at Least 3 Practice Questions Undoubtedly, the exam is not a walk in the park. That
means the more you practice for exams, the better your chances of succeeding. One SHRM SCP practice test is on the official webpage. You can find other extra ones for both SHRM exams. Even six tests are on Udemy, which require you to invest some money. 3. Consider Investing in the Guide Like any other exam, the SHRM test has a guidebook
that can drive you to succeed in the exam. However, it does require an investment, as you will have to pay for the book. One option is accessing it through SHRM Learning System. However, it does require an investment, as you will have to pay for the book. One option is accessing it through SHRM Learning System. However, you can also check online resources or local bookstores to find them. But why use the guidebook, and what is it? It is called "Ace Your SHRM Certification"
Exam." You can find the book in the official store provided by SHRM. While it cannot be used as the sole means of studying, it is a fantastic resource. You can access tips, tricks, and practice questions. 4. Utilize the Practice Exam Results One method of determining whether you should spend more than 40 hours measures how well you perform on the
practice exams. For example, if you consistently score 200 on the scale, you are good to go! However, if you need to improve in that regard, you should plan how to salvage your performance. Moreover, solving past exams and questions allows you to target your weak points. The more questions you attempt to complete, the more areas you will be able
to target. Hence, find out where you lack knowledge and focus on it. 5. Join a Bigger Community First of all, the number of stories of others online is innumerable. They will provide you with their own experience and tips on how to utilize your resources. A famous one is offered on LinkedIn. However, that said, you are encouraged to join the online
community through SHRM Connect. This resource allows you to engage with like-minded people and learn from others' mistakes and steps. Wrapping Things Up: How Hard is the SHRM Exam? The bottom line is that this article is for any student worried about their performance on the SHRM exam. Remember, the exam is not a piece of cake.
Instead, it requires an ample amount of preparation, as reflected above. That is noticeable mainly when one reflects upon the exam as a nervous wreck. Instead, utilize the steps mentioned above and keep referring to them. Dedicating 40-200 hours,
depending on your knowledge base and skills, is a must. As proven in a study mentioned above, that has a much higher chance of increasing your success rate and overall confidence. Check out our other interesting articles below: > How Hard is the NCTRC Exam? Many candidates ask SHRM how the SHRM-CP and SHRM-SCP certification
examinations are scored, and how those scores are reported to examinees. The most frequently asked questions? Do I have to earn the maximum score to pass the exam? What is the number of questions? Do I have to earn the maximum score when the exam has 134 questions? Do I have to earn the maximum score to pass the exam? What is the number of questions?
I must answer correctly in the SHRM Learning System to know if I will pass the exam? First, let's talk about how SHRM sets the passing scores for the SHRM certification exams. SHRM employs best-practice procedures most commonly used for setting performance standards for certification and licensure exams. During a multiday evaluation
process, a panel of experienced HR professionals evaluates the exam questions to determine how difficult they are for a candidate who is "just-qualified" or "minimally-qualified" or "minimally-qualified" or "minimally-qualified" or "minimally-qualified" at the appropriate level: SHRM-CP (for those in operational roles) or SHRM-SCP (for those in operational roles) or SHRM-SCP (for those in operational roles).
during every testing window we add and remove questions. Before a new questions into each exam. Examinees answer the field test questions, but answers to field test questions are not part of the pass decision. In other words, of the
134 questions on the exam that you answer, 110 are used to calculate your score; the 24 field test items do not count. Because there is no way for you to know which questions count toward your score; the 24 field test items are pretested, SHRM analyzes each item's statistical
quality. Only those questions that meet the performance standards become scored items on future exams. Each test form of 134 items changes every time an exam administration occurs. (Photo: freepik.com) Raw scores and scaled scores The SHRM-SCP exams have 134 questions, and 110 of them are used to calculate your score. After
you take the test, you will have a raw score of 0-110 correctly selected keys; but the score we report to you is on a scale of 120-200, with "passing" set at 200—this is known as your scaled score. It is a common and best practice in standardized testing to place the number of guestions answered correctly on a scale (scaled score), rather than to simply
report to the examinee the number of questions answered correctly (raw score). You may be familiar with this process if you have taken the SAT or ACT for college, the GRE for graduate school, or the GMAT for a master's degree in business administration. The scores for these exams range from 400-1600 for the SAT, 1-36 for the ACT, 130-170 for
the GRE, and 200-800 for the GMAT. Just like on the SHRM-CP and SHRM-CP and SHRM-CP or SHRM-CP or SHRM-SCP
exam is considered to have achieved the competency level required to earn certification. We could just report a pass/fail result; instead, we provide all examinees with a score report that shows on a graph how well they did in each of three knowledge domains. This additional information can aid test-takers in
evaluating their strengths and weaknesses. Unsuccessful examinees have a numerical score to find out how close they were to being successful examinees, the score report serves as feedback on their performance, and can help
guide their recertification plans and professional development activities. The SHRM-CP and SHRM-SCP exams—like the PMP, SAT, ACT, GRE and GMAT—have been developed using rigorous methodologies and procedures. The exams include a combination of low-, medium- and high-difficulty questions. While we try to make sure the distribution of
difficulty is the same on every exam, it is practically impossible to guarantee that each exam is precisely equal in terms of its difficulty. Therefore, we use a statistical process called equating to match the raw scores from a particular test with the scaled scores from that test. This is to ensure that examinees are not unfairly penalized or rewarded for
having taken an exam form that was more or less difficult than another exam form given at another exam form may differ slightly from the
number of correct questions another examinee needs to pass an exam form administered during another testing window. SHRM certification test-takers are not compared against each other—that is, the exams are not scored on what is commonly known as a curve. (In technical terms, the exams are not "normed.") If everyone who takes their test
meets the knowledge and competency standards, no one will pass. The SHRM Learning System Is Not the SHRM Exam, and Vice Versa The SHRM Body of Applied Skills and Knowledge (SHRM BASKTM) is the foundation for the
SHRM-CP and SHRM-SCP exams. The SHRM Learning System is also based on the SHRM BASK, just like the exam framework, known as a test blueprint, are based on the SHRM Learning System, which
is very extensive. Instead, the SHRM Learning System helps candidates prepare for the exams by presenting learning content on topics defined in the exams. Its study materials are intended to aid your understanding of the SHRM technical
and behavioral competencies, help you think in terms of real-life scenarios and develop your ability to make decisions within the context of a situation you may encounter in the workplace. Examinees are encouraged to focus not on the workplace. Examinees are encouraged to focus not on the workplace and their related proficiency
indicators to make decisions, decide the best course of action in a situation or solve problems. Updates to the SHRM BASK, based on the research findings of a validation survey, led to changes in both the 2022 exams and the SHRM Learning System. Because SHRM is committed to maintaining the relevance of the SHRM-CP and SHRM-SCP
credentials, it is committed to reviewing the content of the SHRM BASK every three to five years—the industry standard. We work continuously to improve both the exam, or if you would like to share feedback about your exam experience, you are
encouraged to contact us directly at certification@shrm.org. Nancy Woolever, SHRM-SCP is SHRM's vice president, Certification. Source: SHRM
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