

Certified Human Resource Professional

iCHRP



International Professional Accreditation Council

www.ipacglobal.org

Certified Human Resource Professional [iCHRP]

Introduction:

Professional, the word has its own meaning. Professionals in any function must have some common criteria. Based on the functional domain, the characteristics or activities or skill sets may vary. International Professional Accreditation Council has established 10 Professional Domains that are highly important for every professionals for their success in the professional journey.

Unlike with other professionals, HR professionals are also required to have adequate knowledge and expertise as per the level of Professionals. IPAC has defined 4 levels of professionals.

Associate Professionals: Those who are intended to start the career or already started the career and trying to establish themselves as professionals.

Professionals: Those who have adequate knowledge and skills in the relevant Professional domain as well as proven experience in the professional field.

Senior Professionals: Those who has the expertise to critically evaluate different domains and can contribute in the functional as well as business areas.

Fellow Professionals: Those who have proven track record of long professional experience, academic and professional education, significant contribution for establishing professional, code, values, ethics, competencies across the community.

This Certification is a level-2 Certification which is designed for Certified Professional. There are set of competencies under these 10 Professional Domains:

Domain Identity	Areas for iCHRP
Functional Domain	Talent Management Performance Management Employee Engagement HR Operation Policy-Procedure development
Values & Ethics Domain	Professional Code & Ethics
Business Domain	HR Business Partnering
Leadership Domain	HR Leadership Process Leadership
Strategic Domain	HR Strategy HR Analytics Operational Strategy

Personal Credibility Domain	Role Model for HR Team
Compliance & Regulatory Domain	Expertise on Employment Law
Change & Innovation Domain	Change & Innovation application on Team/Functional level
Analytics Domain	Expertise on tools for Analytics & application in Functional Level
Organizational Excellence Domain	Assurance of Functional Efficiency & initiative of Organizational Development for Organizational Excellence

Learning Objectives: After successful completion of this Certification Program, the Certified Professional will be endorsed as expert to:

- Design, implement Talent Strategy for any organization
- Ensure Business Performance as well as Employee performance of the company
- Supervise for smooth operations of HR Function in the organization
- Review, modify policy-procedure for the company
- Contribute in Business Operation as HR Business Partner
- Establish and implement different business process in the organization
- Lead HR team towards goal achievement of the organization
- Play role model for HR team
- Deal all the employment law related case smoothly
- Apply different tools for Analytics in Functional Level data
- Apply innovative ideas for ensuring Change Management in the functional level
- Ensure Functional Efficiency and can connect these with Organizational Development

Outline of the Program

- Module-1: Talent Acquisition
- Module-2: talent development
- Module-3: talent Engagement & Retention
- Module-4: Talent Performance
- Module-5: HR Operations
- Module-6: HR Business Partnering
- Module-7: HR Analytics
- Module-8: Employment Law & Compliance
- Module-9: HR Leadership
- Module-10: Personality & Influence
- Module-11: Change Management for HR
- Module-12: Essentials of Organizational Development

Program Administration:

Duration: 4 Months

Mode : Online

Assessment: There will be Online assessment option as per below schedule:

Sl	Assessment Option	Unit	Total Marks	Pass Marks
1	Assignment/ Case	2	400	280
2	Final Exam	1	100	70

Certification: After completion of all requirements, participants will be issued certificate from IPAC and they can use the title iCHRP after their name.

Re-certification: Re-certification is required in every 3 years. Every Professional needs to achieve Professional Development Continuity [PDC] Point for re-certification. For recertification, every professional needs to attend [either participant or facilitator] professional development activities [workshop, training, e learning, seminar, conference, webinar, consulting work etc]. 1 hour involvement is equivalent to 1 PDC.

Total PDC Points required: 36 in 3 years [1 hour involvement is equivalent to 1 PDC]