

# Benefits of Belonging to a Professional Organization with a Focus on Society of Human Resource Management (SHRM)

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# Why Join a Professional Organization?



- Expand Your Knowledge
- Complement Current Knowledge Base
- Networking
- Acquire Valuable Leadership Skills
- Build a Targeted Resume

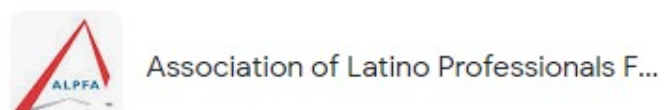
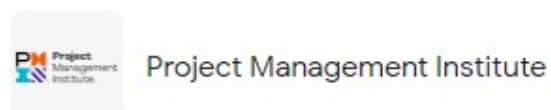
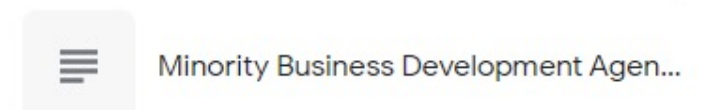
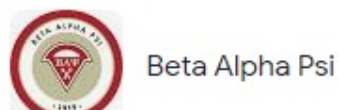
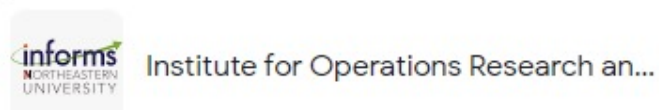
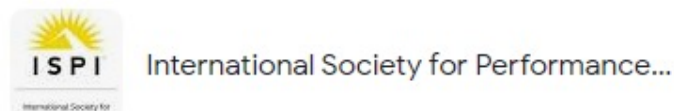
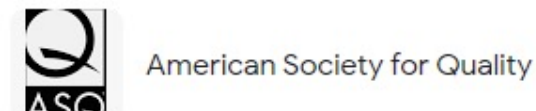
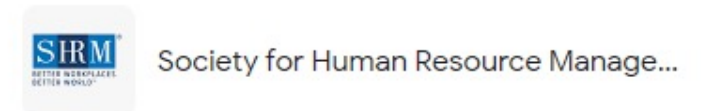
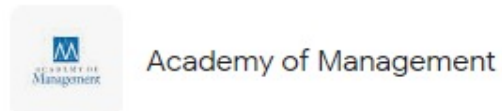
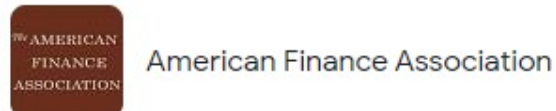
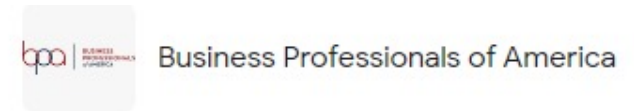
## Why Bother Joining a Professional Association?



Organizations that match our interests and goals help us grow and develop professionally, and to perform better for those we serve.

# Many Professional Organizations

## Industry Focused



# Human Resource Management Organizations National

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- **American Association for Access, Equity, and Diversity (AAAED)** is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs.
- **American Society of Safety Professionals (ASSP)** is dedicated to supporting occupational safety and health professionals and the safety field.
- **Association for Talent Development (ATD)** is the world's largest association dedicated to those who develop talent in organizations.
- **Association of Executive Search and Leadership Consultants (AESL)** sets the quality standard for the executive search and leadership consulting profession.
- **Association of People Supporting Employment First (APSE)** is a non-profit membership organization supporting an inclusive workforce for people with disabilities.
- **College and University Professional Association for Human Resources (CUPA-HR)** is the leading association for HR professionals in higher education.
- **Corporate Health and Wellness Association (CHWA)** focuses on health, wellness, prevention and disease management.
- **Employee Assistance Professionals Association (EAPA)** is the world's largest, oldest, and most respected membership organization for employee assistance professionals.
- **International Association for Human Resource Information Management (IHRIM)** is the world's leading membership association dedicated specifically to serving HR technology professionals.
- **International Public Management Association for Human Resources (IPMA-HR)** is the leading public sector human resource organization in the world.
- **Labor and Employment Relations Association (LERA)** is the singular organization in the country where professionals interested in all aspects of labor and employment relations network.
- **Life Sciences Trainers & Educators Network (LTen)** is dedicated to supporting the professional goals of trainers in the life sciences.
- **National Human Resources Association (NHRA)** is focused on advancing the individual career development, planning and leadership of human resource professionals.
- **Professionals in Human Resources Association (PIHRA)** is dedicated to the continuous enhancement of human resources through networking, learning and advocacy.
- **Society for Human Resource Management (SHRM)** is the world's largest HR professional society, representing 285,000 members in more than 165 countries.
- **WorldatWork** is the leading nonprofit professional association in HR, compensation, and total rewards.





## Human Resource Organizations

- SHRM Affiliate Chapters (575 Plus)
- Local Independent Human Resource Chapters
- Regional Independent Chapters
- International Chapters





Diversified  
Professional  
Human  
Resource  
Organizations

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AMERICAN  
PAYROLL  
ASSOCIATION



## Specialization Focused

- Association for Talent Development
- Human Capital Institute
- American Payroll Association
- WorldatWork
- Society for Industrial and Organizational Psychology
- Society of Human Resource Management (SHRM)
- International Association for Human Resource Information Management



WorldatWork<sup>®</sup>  
Total Rewards Association





SHRM

- Largest Human Resource Management Organization in the World
- Over 300,000 members in over 165 countries
- Impacting over 115 million workers
- SHRM is an individual membership organization.

### **Purpose, Mission & Vision**

**Our purpose is to elevate the HR profession.**

**Our mission is to empower people and workplaces by advancing HR practices and by maximizing human potential.**

**Our vision is to build a world of work that works for all.**





# Who should join?

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- Anyone who is involved in HR, supervises the HR function or otherwise has an interest in HR is invited to join.



# Benefits of SHRM

- A boost in confidence and recognition.
- Exhibiting mastery of competencies and knowledge that organizations find most important.
- Expanding your scope within the HR field.
- Networking
- Bringing new ideas to your organization with workplace new and compliances.
- Access to HR Knowledge Advisors.
- Standing out from other job-seekers.
- Endless resources (self-guided, webinars, eLearning, instructor led).
- Discounts to Conferences.
- Unlimited access to SHRM.org
- Certification SHRM-CP and SHRM SCP.

# SHRM Memberships

- Professional Member \$229 per year
- Chapter Member (Depends on the Chapter)
- Student Member \$49 per year (then for two years after graduating eligible for the Professional Membership at 50% for up to two years).
- <https://www.shrm.org/membership/student-resources/pages/memberfaq.aspx#:~:text=Sociology-How%20much%20does%20it%20cost%20to%20be%20a%20student%20member,to%20use%20for%20chapter%20projects.>
- Interested in joining go to SHRM.org

# Acceptable Degree Programs (Student Membership)

- You are enrolled in the equivalent of at least six (6) credit hours per term (or 15-week equivalency) in a degree-seeking program.
- Your coursework, taken or planned, supports an interest in Human Resource Management.
- Acceptable degree programs include:
  - Human Resource Management
  - Human Resource Development
  - Business Administration & Management
  - Industrial/Organizational Psychology
  - Labor Relations
  - MBA
  - MBA/HR
  - Organizational Behavior/ Org. Development
  - Sociology

# Student Chapters

- SHRM has over 500 SHRM Student SHRM Chapters
  - DeVry University Virtual SHRM Chapter (no cost to join) must be a member of SHRM.
  - We offer two net-working events per year and four educational events with guest speakers from the industry or supporting topics that HR professionals face every day.
  - We have an elected student governing board.
  - DeVry University chapters welcomes all students.
  - Please send an email to [shrmdevryvirtualstudentc@devry.edu](mailto:shrmdevryvirtualstudentc@devry.edu)
- If you are interested in joining (must be a currently enrolled student).

# SHRM Certifications CP and SCP

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- Demonstrate mastery of the competencies and knowledge most important to organizations as defined by the SHRM BASK (Body of Applied Skills and Knowledge).
- Expand your scope within the HR field and bring new ideas to drive business success within your organization.
- Stand out from other HR candidates in a job search.
- Demonstrate your long-term commitment to the HR profession.
- Protect your organization from risk by ensuring regulatory compliance.\*
- Globally Recognized

# SHRM Student Chapter

## SHRM FY22 Accomplishments

<b>SHRM Academically Aligned Partner</b>	19 HRM courses connect degree programs to the SHRM body of competency and knowledge (SHRM-BOCK)
<b>SHRM Recertification Provider</b>	Awards SHRM-certified professionals post-certification professional development credits (PDCs) for select courses
<b>SHRM Virtual Student Chapter</b>	Providing opportunities for student members to participate in professional development and networking opportunities

### SHRM Student Chapter – Quick Facts

- Lead Faculty Advisor: Dr. Linda Wayerski
- 84 current student members (must have 8)
- This summer – student officer annual elections (September-August appointment)
- Four educational events per year - guest speakers from HR field
- Two networking events per year.
- No cost to join – students are encouraged to join SHRM \$49

### What's Happening - SHRM Student Chapter

**Education Event #3:** July 21, 2022 6:00 PM CT

**Key Note:** John Brown, Chief People Officer of GEHA - Government Employees Health Association( DVU '92)

**Topic:** The Great Resignation

**Summary:** This is Educational Event #3 of 4 required events for the calendar year

**Previous Events:**

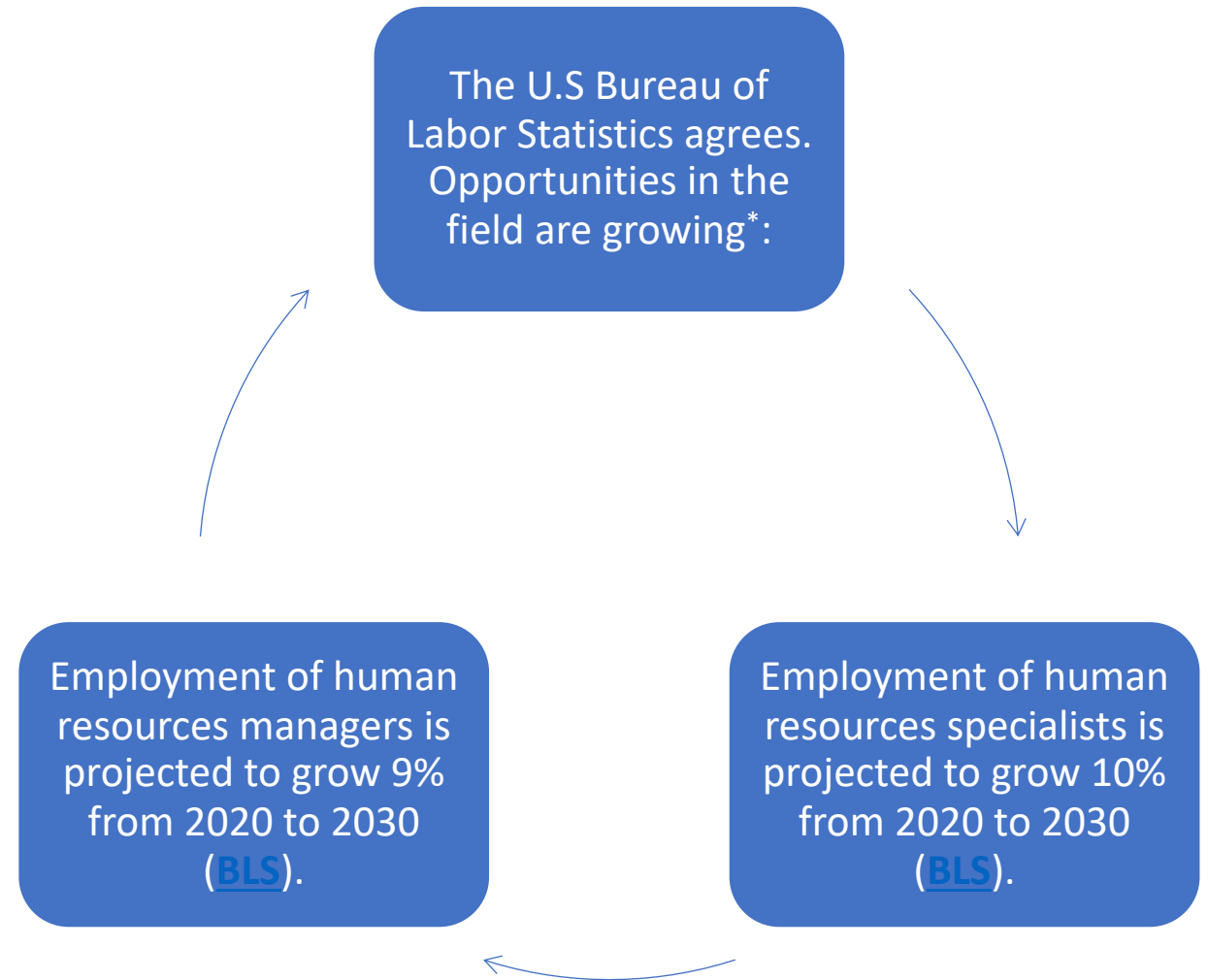
1/20/22: Daniel Summer-Social Security Administration - the benefits of social security and how it relates to HR

3/17/22: Networking Event 1 - Broke out into 3 advisor/student officer led areas: SHRM Testing, Great Resignation, and DE&I.

5/19/22: Dr. Andrea Dominguez-DeVry – the current climate relating to workforce culture.



# HR and the Future





# SHRM-CP and SHRM SCP

<https://www.shrm.org/certification/apply/Pages/applicationprocess.aspx>

SHRM-CP	SHRM-SCP
HR pros with 3-5 years of experience	HR pros with 6 or more years of experience
In operational or tactical roles, such as serving as the HR point of contact for their company and performing day-to-day HR duties	In strategy positions, with such duties as planning programs, policies, and procedures; executing HR operations; analyzing performance metrics

# SHRM Body of Applied Skills and Knowledge (BASK)



SHRM  
Certification  
Valued in the  
Workplace

## SHRM EXAM STATISTICS

Following each administration of the SHRM certification exams, in accordance with guidance from the SHRM Certification Commission, SHRM publishes the global exam pass rates for the SHRM-CP and SHRM-SCP. These scores reflect the percentage of examinees across the world who have successfully earned their credentials by passing the relevant exams.

Exam Period	SHRM-CP Pass Rate	SHRM-SCP Pass Rate
Dec - Feb 2021	67%	51%
May - Aug. 2020	67%	54%
Dec. 2019 - Feb. 2020	66%	41%
May - July 2019	68%	55%
Dec. 2018 - Feb. 2019	70%	53%
May - July 2018	66%	50%

# SHRM Certification

- Monitored Exam
- 134 questions
- 3 hours and 40 minutes
- Two test windows per year
- Once passed- must earn 60 Professional Development Credits (PDCs) in a three-year period.

BEHAVIORAL COMPETENCY CLUSTERS	ITEM TYPE
Leadership (17%)	Situational Judgment (40%)
Business (16.5%)	Foundational Knowledge (10%)
Interpersonal (16.5%)	

HR KNOWLEDGE DOMAINS	ITEM TYPE
People (18%)	
Organization (18%)	HR-Specific Knowledge (50%)
Workplace (14%)	

# SHRM eLearning Courses

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<https://www.shrm.org/learningandcareer/learning/pages/shrm-elearning.aspx>

## SHRM eLearning Courses

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SHRM offers specialty courses to provide you with the training you need to further your knowledge in critical areas of HR expertise and specific behavioral competencies. Eliminate travel expenses and customize your learning experience.

- [California Employment Law](#)  
**California employment law and benefits courses** cover wage and hour laws, mandated benefits, and other key legislation and compliance considerations.
- [HR Department of One](#)  
Ensure you have what it takes **to be your organization's army of one**
- [Internal Investigations](#)  
Get ready to effectively handle any workplace allegations with the **Leading Internal Investigation course**.
- [People Analytics](#)  
**People Analytics** courses cover everything from the basics of data analytics to the practical application of HR metrics to the most common people issues.
- [Talent Acquisition](#)  
**Talent Acquisition** courses will prepare you to tackle every aspect of talent management: sourcing, engaging and retaining the talent you need.
- [Workplace Immigration](#)  
**U.S. employment immigration courses** will enable you to effectively support your foreign talent and ensure compliance at your organization.
- [IMMIGRATION COURSE DEMO](#)
- [Inclusion](#)  
Inclusion courses that encompass an **Inclusive Workplace Culture** will enable you to begin making improvements to your workplace culture, immediately.

# Take-A-Ways

The benefits of  
belonging to a  
professional organization

Better understanding of  
what is SHRM

What is Next for you?

A 3D rendering of a field of dark grey question marks. In the center, one question mark is highlighted in a bright yellow color. The word "Questions?" is written in white text across the yellow question mark.

Questions?



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Thank You!