

chrrmp®

Introduction to C.H.R.M.P

- ▶ Certified Human Resource Management Professional is a certification program which covers the all the domains/ entire gamut of Human Resource.
- ▶ The program covers verticals like Talent Acquisition, Learning & Development, Performance Management, Employee Relations, Compensation, Benefit & Payroll and HR Operations, Policy Making, Competency Mapping etc
- ▶ The idea of C.H.R.M.P is to give you an in-depth understanding of how Human Resource works at an organizational level.

1. C.H.R.M.P Foundation

Duration : 3 Months

Cost : INR 15,000 + GST= INR 17,700/

Target Audience: Graduates looking for a short term program

CHRMP Foundation

Eligibility Criteria

The CHRMP – Foundation HR certification program is recommended for fresh graduates and professionals making a transition to the domain of Human Resource Management. Undergraduates with work experience may also apply.

CHRMP programs are definitive and the course design is unambiguous making it very easy for the candidate to decide which program aptly fits their need. Likewise, the eligibility criteria are also set to ensure participants are ready to meet the program challenges and pace.

CHRMP-Foundation is an HR certification that forms the stepping stone onto the world of Human Resource Management. Therefore the aspiration to be actively engaged with the Human Resources of organisations is a prerequisite.

Education	Work experienced	Experience in HR domain
Graduate/ Post graduate	0-10 years	0–2 years
Undergraduate	2-5 years	0-2 years

2. C.H.R.M.P Advance

Duration : 3 Months

Cost : INR 21,000/ + GST = INR 24,780/-

2. C.H.R.M.P Advance

Eligibility Criteria

CHRMP-Advanced is an comprehensive program that is based on the premise that candidates have an execution level understanding of HR. Therefore work experience is a prerequisite. The CHRMP – Advanced certification program is recommended for HR professionals.

Education	Work experienced	Experience in HR domain
Graduate	3 – 20 years	3 years
Post graduate	2 – 10 years	2 years
CHRMP – Foundation	2 – 10 years	2 years

3. C.H.R.M.P HR Analytics

Duration : 12 Weeks

Cost : Rs.33,000 + GST = INR 38,940/

3. C.H.R.M.P HR Analytics

Intended Audience

This specialization course focuses on developing skills to use people Analytics and its tools & techniques to help organizations drive talent investment to achieve business objectives. It is apt for any HR professional who is looking at helping organizations take data based decisions and has an eye for logic and data.

4. C.H.R.M.P Fellowship

Duration : 6 Months

Cost : INR 90,000/ + GST = Rs 1,06,400/

Target Audience: Graduates planning to start their career in HR, People looking for a Career comeback after long break

Status : Active Program

Discount Policy (till December 2020)

FOR CHRMP Foundation & Advanced

- ▶ Up to 5% by Sales Executive
- ▶ Up to 10% by Centre Head
- ▶ Maximum Allowed Discount is 15%

FOR HR Analytics

- ▶ Sales Executive 5%
- ▶ Up to 10% by Centre Head
- ▶ Maximum Allowed Discount is 25%

C.H.R.M.P: FAQ's : Handling Clients Questions/ Objections

Client Mostly have Following Questions/ Doubts or Clarifications:

1. How can you train HR in just 3 Months?
2. Who are the Trainer's or Facilitators?
3. Is the Certificate Globally Valid?
4. Will I get a Job Post this certification?
5. What will be the Salary HR's get at an entry level?

C.H.R.M.P: FAQ's : Handling Clients Questions/ Objections

Client Mostly have Following Questions/ Doubts or Clarifications:

6. I want to move out of Recruitment (Diversify my career in HR), will you be able to get me a Job other than Recruitment?
7. I have a career break, will industry take me back post this certification?
8. My current CTC is much higher, how is this certification helping me then?
9. I already know a lot of things you are teaching, how will this certificate benefit me then?
10. Which certification will suit me the best?
11. How is your certification better than what others are offering?
12. What is the duration & passing marks of Certification?

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

How can you train HR in just 3 months/ 12 Weeks?

Answer 1 :

In the 3 months/12 Weeks, we will be able to give you an overall exposure to all the important domains of HR like Recruitment & Selection, Learning & Development, Performance Management, Employee Relations, Compensation, Benefit & Payroll and General HR with topics like Policy Making, Background verification and Employee Database Management as we use advance teaching techniques which creates work like situations for you get application based understanding. We don't waste too much time on concepts which are irrelevant & outdated..

Answer 2:

Usually, when you join a company, the training which is given there is only for about 10 to 15 days. We are providing double the training and exposure in our program. It has been designed so efficiently, that you would be able to grasp on and perform in such a short period of time.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

Who are the Trainer's or Facilitators?

Our trainers are Industry experts & consultants. They have very good experience & have also consulted number for Fortune 500 Companies in setting up processes like; HR Analytics, Learning & Development, Employee Relations, Performance Management and Talent Acquisition etc. They have a thorough idea about all the HR processes in the organizations and as they have consulted various organisations they are well versed with issue resolution & best practises of different industries.

We regularly conduct similar training sessions for employees of companies like Walmart, Ola, Volvo, Fuji, Wipro, Accenture, HDFC, Siemens etc. These are the same facilitators who train employees of these companies.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

Is the Certificate Globally Valid?

CHRMP is a Global Certification in HR. CHRMP has more than 10,000 participants from various parts of the globe. CHRMP certification can be taken in 190 countries across 5600 centers. Our certification partner is Pearson Vue. It is the same certification partner to likes of Cisco, Microsoft, Six Sigma etc. So we follow all the norms of a Global certification body & you can be rest assured of a global credential that validates your skills & competencies.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

Will I get a Job Post this Certification?

Ask them a question Back:

Do you trust people who are providing 100% placements. We have colleges and universities hich are taking 10-15 lac in fees and are not able to provide placements.

We at CHRMP don't make any fake promises. Our certification is globally recognised and teaches you exactly what you have to do as an HR in an organisation. Training is Application based and also validates your skills by testing your capabilities. Lot of organisations trust CHRMP certifications over graduation & post graduation programs which are theoretical & conceptual.

We provide you a strong foundation in all the domains of HR & also have career development modules which we help you with building and update your CV. Your resume will have much more to talk about HR & with right keywords being used it would get noticed by Recruiters. Our community & alumni network will connect you to HR's from different part of the globe and they will help and guide you. SO trust us with the content and industry specific content and a Global Validation. This certainly will make you stand apart from the crowd and I am sure you will be able to start your career in HR as many other CHRMPians.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

What will be the Salary in HR at entry level?

Salaries in HR vary based on location to position & kind of Industry & organisation. Normally salary may range between 2 to 5 lacs based on all these parameters. We always advice participants to take up role which has better prospects than better package necessarily. For example a HRBP profile may help you ear much more in times to come compared to HR Travel Help Desk , though you may have more salaries initially for HR operations or HR Travel help desk.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

I want to move out of Recruitment (Diversify my career in HR), will you be able to get me a Job other than Recruitment?

As you have already worked in Recruitment you will have an idea about some parts of the module we have, however, recruiters who have done the certification have found topics like Workforce Planning & behavioural event interviewing very different from the exposure that they had in their respective jobs learning concepts like reducing workforce requirements by 10-20% to what questions to ask for leadership/ creativity & innovation etc.

Also this certification will help you to get a better understanding of how all the other domains of HR functions. Through this program you will be able to explore other departments of HR and also get to know which area of HR excites you the most. Accordingly you can transit from one department to the other. As transitioning out will be a much better option than shifting careers.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

I have a career break, will industry take me back post this certification?

There are a lot of people who have been hired by the organization after their career breaks, so you aren't the only one facing this issue. This program will not only help you to brush up your skills, at the same time upgrade your knowledge and profile at the same time. You will be able to understand and be aware of how the industry is working today, post this course.

HR is one field which is open to people/ women returning back to work. Today there are so many options in Human resource right from recruitment to training & development, employee relations, HR operations, Performance Management etc etc. As this certification covers all these modules, learning will make you confident of getting back and organisations will trust your profile as you will have a Global certification under your belt.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

My current CTC is much higher, how is this certification helping me then?

Careers are built over a period of time. I understand currently you are earning more than what you would get my transitioning into a career in Human Resources.

However, this about would you prefer doing what you are doing all your life or move and grow into a field which you are passionate about.

As you already have experience I am sure you will grow faster than other HR professionals / freshers and would be able to catch up soon. SO I would suggest move early so that there is less at stake and you are able to enjoy and grow in career of your choice.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

I already know lot of things you are teaching, how will this certificate benefit me then?

I am sure you have a lot of knowledge about the department you are working in. However this certification is done by HR professionals with experience like yours and even more. They have found this certification to be very informative and also help them accelerate their career growth.

It is a perfect blend of strategy & implementation and exposes you to the best practises across industry.

Organisations don't spend much in training their HR teams, so you learn the practises of that particular organisations. However if you see people who are really doing well in HR are professionals who have learnt the best practises and bring elements to the job which others don't.

This certification will make you become part of that elite group of HR professionals.

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

Which certification will suit me the best?

Based on eligibility and interest suggest the certification (also try clubbing HR Analytics as it is an important area and you can maximise revenues)

C.H.R.M.P: COUNSELLING : Handling Clients Questions/ Objections

How is your certification better than what others being offering?

Other organizations and business schools offer programs on Strategic HR or more on concepts or theory, whereas our program consists of both strategic as well as its implementation. It has a fine balance of both.

We discuss the concept & the through ICP's (In Class Projects) either individually or in group we create scenario's true for the workplace that you go about executing or solving. This gives you first hand understanding of how things work.

For every domain we have definite Learning Outcomes/ takeaways, sessions are activity driven to help the participants get a hands on experience.

Plus our certification is competency based and you learn to create processes and systems which Fortune 500 companies follow.

The clear differentiator is we follow Research Methodology & not Academic approach to our certification, it means we follow whats happening in Industry right away on the other hand other certifications follow academic approach which means they follow Books & literature and normally it takes 10-15 years for a book to be prominent and when you learn from them it largely is outdated or not being followed anymore as technology, industry etc are changing at a much faster pace.

C.H.R.M.P: COUNSELLING : Handling Clients Questions

Do you include SAP in the program curriculum?

SAP technology will keep changing in the times to come. It might not stand a chance in the future. SAP HR has to have at least 3 plus years experience. It won't help you to get a job. Valid certifications for SAP would cost you around 3.5 lacs, that too without a job guarantee. All the other certifications are fake and invalid.

Also if organizations like your profile and they want SAP , the organizations only trainer new joiners.

And most of the opening in SAP HR other wise is for people who have minimum 2 to 3 years experience in this technology. SO doing a training in SAP is not going to be a differentiator. What you need right now is exposure to What's working best in HR in the globe across industry. You need to build on this learning.

C.H.R.M.P Certification Exam

- ▶ CHRMP is a Globally recognized certification program
- ▶ The exam is available in 190 countries across 25600 Centers or can be Web Proctored Online
- ▶ Certification exam (Computer Based) – MCQ Based

CHRMP Advance/ Foundation/ Advanced:

Duration: 90 Minutes

No of Questions: 60

▶ **CHRMP Fellowship:**

Duration: 120 Minutes

No of Questions: 190

Passing Percentage: 60%

Thank you