



O'NEILL

SCHOOL OF PUBLIC AND
ENVIRONMENTAL AFFAIRS

**Society for Human Resource Management Certified
Professional (SHRM-CP)**

Examination Preparation Information

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SHRM-CP Exam Content

SHRM-CP exam content

The exam is based on the

[SHRM Body of Applied Skills and Knowledge™ \(SHRM BASK™\)](#)

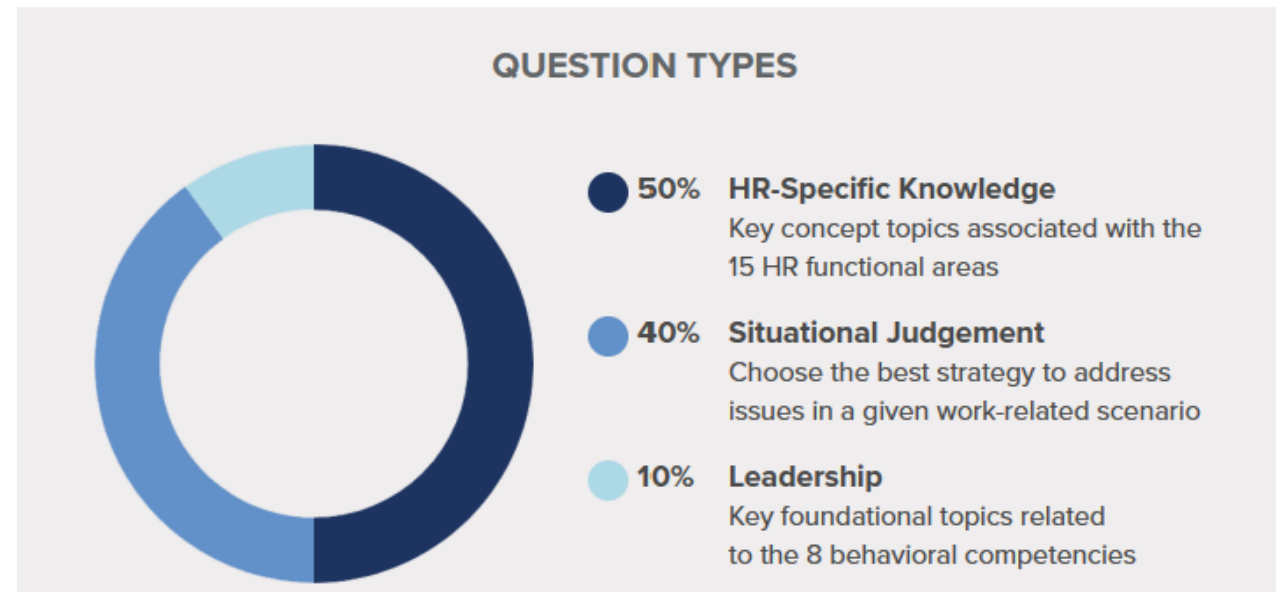
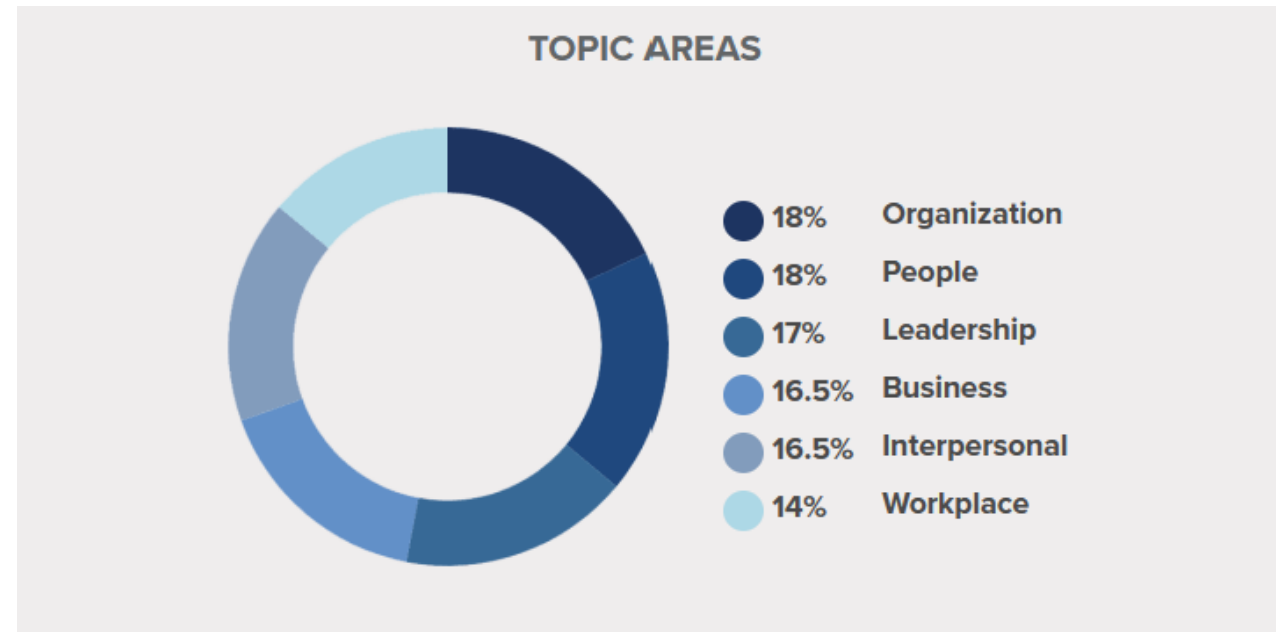
A great place to go for comprehensive information is:

[The SHRM Certification Handbook](#)



What is the SHRM-CP exam?

The category breakdown



What is the SHRM-CP exam?

- The pass rate for the SHRM-CP exam is generally around 70% of those who take it in any given exam.
 - Remember, this includes practitioners who are long out of school and not used to taking exams!
 - O'Neill graduates have a much higher passing rate (to our knowledge, well over 90%)



What is the SHRM-CP exam?

Exam Format & Length

- Four hours in length (including 3 hours and 40 minutes of testing time)
- 134 questions (80 knowledge items and 54 situational-judgment items, of which 24 are field-test items)
- Computer-based testing experience in-person at an authorized testing center (closest in Indianapolis and Terre Haute)



Who is eligible to take the SHRM-CP exam?

ANYONE! After [becoming a SHRM Student Member](#), you can sign up for the exam by indicating you're a student in the dropdown menu on the [student registration for certification](#) after logging in. SHRM-CP registration is now open to anyone.

AND.. Students in an HR degree program, at the time of registration, have access to a significantly discounted rate.

Note: The cost of exam registration + student membership is less than the student exam cost for non-members.



How might one prepare for the SHRM-CP exam?

How do I prepare for the SHRM-CP exam?

- [SHRM-CP exam prep webcasts \(fees associated with these\)](#)
- [IVY Tech Community College in Bloomington](#) periodically provides a 12-week prep course, based on the SHRM Learning System materials
- Other virtual and in class opportunities to use the SHRM Learning System can be found on the SHRM site [here](#).
- [The SHRM Body of Applied Skills and Knowledge](#) can be downloaded by clicking this link.
 - **THIS IS USEFUL AND HIGHLY RECOMMENDED!**



How do I prepare for the SHRM-CP exam?

- [The SHRM Learning System](#), created by the Holmes Corporation, is designed specifically for SHRM-CP Exam prep
- Student member cost (as of March 2025) is
 - \$820 for online access
 - \$1045 for online access and printed editions.
- Access is limited to students who purchase the system due to single-use copyright rules.



How do I prepare for the SHRM-CP exam?

- Some students prefer to explore the variety of miscellaneous resources via the Internet to use for study materials.
 - Quizlet
 - Facebook groups
 - Other social media sites
- **Taking practice tests is highly advised!**
- HRA IU sometimes organizes study sessions for students



How do I prepare for the SHRM-CP exam?

Former O'Neill Student Recommended Links

- [SHRM Instructor's Top 20 Test Tips: Part 1](#)
- [SHRM Instructor's Top 20 Test Tips: Part 2](#)
- [SHRM-CP Practice Questions](#)
- [SHRM Body of Applied Skills and Knowledge](#)
- [SHRM description of the CP exam](#)



How do I prepare for the SHRM-CP exam?

- [Book \(\\$25\): Ace Your SHRM Certification Exam: a Guide to Success in the SHRM CP and SHRM SCP Exams](#)
 - *Use code ACE19 for an additional 20 percent off when you purchase it through the [SHRMStore](#).*
- [SHRM HR Glossary](#)
- [SHRM Certification Handbook \(Free\)](#)



How do I prepare for the SHRM-CP exam

Former and current O'Neill Student Recommended Links

- <https://quizlet.com/109404841/shrm-cp-workplace-15-flash-cards/>
- <https://quizlet.com/284688350/practice-test-shrm-cp-flash-cards/>
- <https://quizlet.com/108319122/shrm-certification-exam-review-flash-cards/?funnelUUID=e00af0eb-594a-4cd1-90f7-6b9972e8be2f>
- <https://quizlet.com/197009988/shrm-cp-exam-flash-cards/?funnelUUID=2352e47b-6771-4790-bc69-c16116249545>



How do I prepare for the SHRM-CP exam

Former and current O'Neill Student Recommended Links

- <https://quizlet.com/758919240/shrm-cp-case-law-flash-cards/?funnelUUID=f0f27ebb-8d68-4ed8-839f-981fcc9bfcc8>
- <https://quizlet.com/759066154/shrm-cp-flash-cards/?funnelUUID=d3ae2fce-3658-497a-85a9-bf0db47bec5f>
- <https://quizlet.com/759074142/shrm-bask-flash-cards/?funnelUUID=6a06c2bc-c152-4ef3-bfe4-c7baba07fd39>
- <https://quizlet.com/758918922/shrm-acronyms-flash-cards/?funnelUUID=54ff4e0d-4aca-43f9-bd77-f920c8a25642>



How do I prepare for the SHRM-CP exam?

Former and current O'Neill Student Recommended Links

- https://www.youtube.com/watch?v=sdHI_YofGU8&ab_channel=HUMANRESOURCEPREP
- https://www.youtube.com/watch?v=JK9pk0xRCPQ&ab_channel=HUMANRESOURCEPREP
- https://www.youtube.com/watch?v=czMw0YRm2iM&ab_channel=HUMANRESOURCEPREP
- https://www.youtube.com/watch?v=G4BtuGwOBaE&ab_channel=HUMANRESOURCEPREP



How do I prepare for the SHRM-CP exam?

Former and current O'Neill Student Recommended Links

Amanda Woods classes (SJI Workshop was *very* useful)

- Through Blue Water Consulting
- <https://go.2belive.net/bluewaterhrconsulting/open/marketplace>
- Different courses at the link above
- Facebook page where they post upcoming classes specific to SHRM exams:
 - <https://www.facebook.com/p/Blue-Water-HR-Consulting-100067824661809/>
 - When you sign up for one of their courses, they give you files that include practice questions and study guides.
- Know your stuff – most of the questions/scenarios on the exam you have seen before throughout your undergraduate program.
- **Tip:** If you pass your SHRM-CP before you graduate, you can use the course credits that go towards your major as recertification credit!



What else can I learn about the SHRM-CP exam?

Again, a great place to go for comprehensive information is:

The SHRM Certification Handbook



Where to find more info on exam preparation

- [SHRM website](#)
- Search the internet!
- [Prof. Dan Grundmann](#)



**Register, Prepare,
and Do Well!**