

Assurance of Learning Assessment

The Assurance of Learning Assessment exam was developed by SHRM specifically for graduating HR Students. It serves as a comprehensive exam that covers all things HR. The exam was designed to include the HR content areas that employers expect to see in the knowledge and skill sets of the recent graduates they hire for entry-level HR positions.

In January 2011, the HR Certification Institute changed the eligibility requirements for all its certification exams. As a result, the traditional student is no longer eligible to take the PHR exam, according to the new HRCI eligibility requirements. The Assurance of Learning Assessment exam replaces student's eligibility to take the PHR exam.

The exam is perfect for both undergraduate- and graduate-level HR students. After passing the exam, you will receive a Certificate of Learning that states you have sufficient knowledge to enter the human resources profession based on formal education studies in an HR-related degree program.

Exam Content:

- Career Planning (4 questions)
- Employee and Labor Relations (16 questions)
- Employee Benefits (8 questions)
- Employment Law (24 questions)
- HR and Globalization (4 questions)
- HR and Organizational Strategy (16 questions)
- HR Information Systems (4 questions)
- HR Mergers and Acquisitions (4 questions)
- Leadership (4 questions)
- Managing a Diverse Workforce (12 questions)
- Measuring HR Outcomes: Metrics and the Bottom Line (4 questions)
- Negotiation Skills (4 questions)
- Performance Management (8 questions)
- Risk Management: Occupational Health, Safety and Security (4 questions)
- Staffing: Recruitment and Selection (16 questions)
- Total Rewards (12 questions)
- Training & Development (8 questions)
- Workforce Planning and Talent Management (8 questions)

Eligibility Requirements to Take the Exam

Undergraduate students and graduate students in HR or HR-related degree programs are eligible to take the exam beginning one year before graduation and ending one year after graduation. The registration web site will require the applicant to provide information on a variety of areas, including but not limited to the degree program sought, the university the student attends, and the number of HR-specific courses in the major area of study or concentration. Any applicant who meets the eligibility requirements will be given a registration number and information about selecting a test-taking site.

Cost of Exam: SHRM members \$135; non-SHRM members \$210

For more information on exam and registration go to: <http://www2.shrm.org/assuranceoflearning/index.html>

MAHRA's Assurance of Learning Assessment Scholarship

MAHRA is committed to the growth and development of its student members. MARHA will offer two (2) scholarships per year. One(1) will be awarded in Fall/Winter and one (1) awarded in the Spring/Summer.

Scholarship Requirements

- Must meet all SHRM requirements to take the exam
- Must be an active and participating MAHRA member who attends at least four (4) monthly meeting a year or participate in other ways such as: serving on a committee, volunteer for MAHRA activities or serve as the Student Chair.
- Must be graduating within 6 months of the scholarship year.

Applying for the Scholarship & How it Works

Applications for the Assurance of Learning Assessment Scholarship can be found at www.MAHRA.org under Professional Development/College Relations. Complete the form and mail to:

- MAHRA, Assurance of Learning Scholarship, PO Box 4995, Manchester, NH 03108 OR
- E-Mail: kathi.doucet@greatnhrestaurants.com

Each application will be reviewed for eligibility. Recipients will be randomly selected from the eligible applicants at MAHRA Board of Director meetings. MAHRA will reimburse the student the cost of the exam up to \$210 upon passing of the exam. Student must not be eligible for reimbursement from their employer, another association or affiliates of SHRM, including SHRM.

To claim scholarship reimbursement you will need: proof of passing Assurance of Learning exam, proof of payment for the exam. Reimbursement forms can be found at www.MAHRA.org under Professional Development/College Relations. Complete the form and mail to:

- MAHRA, Reimbursement, /Assurance of Learning, PO Box 4995, Manchester, NH 03108 OR
- E-Mail: kathi.doucet@greatnhrestaurants.com

Scholarship recipients will be announced at MAHRA monthly meetings, celebrated in MAHRA newsletter and other social media outlets.