



SHRM Learning System® for SHRM-CP/SHRM-SCP Course Syllabus

Spring Semester: February 24 through May 12, 2025
 Course Time: 6:00pm to 9:00pm Mondays
 Instructor: Frank Cania, MSEmpL, AWI-CH, SPHR, SHRM-SCP
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Date	Session/Topic	Homework Assignment <i>(To be completed before the next session)</i>
February 24, 2025	Session 1: Present course introduction; Begin <i>HR Competencies</i>	For Session 2: <i>HR Competencies</i> (finish)
March 3, 2025	Session 2: Complete <i>HR Competencies</i>	For Session 3: HR Strategy; Talent Acquisition
March 10, 2025	Session 3: HR Strategy; Talent Acquisition	For Session 4: Employee Engagement & Retention; Learning & Development (Begin)
March 17, 2025	Session 4: Employee Engagement & Retention; Begin Learning & Development	For Session 5: Learning & Development (finish); Total Rewards
March 24, 2025	Session 5: Complete Learning & Development; Total Rewards	For Session 6: Structure of the HR Function; Organizational Effectiveness & Development (begin)
March 31, 2025	Session 6: Structure of the HR Function; Begin Organizational Effectiveness & Development	For Session 7: Organizational Effectiveness & Development (finish); Workforce Management
April 7, 2025	Mid-session break	Review previous materials
April 14, 2025	Session 8: Complete Organizational Effectiveness & Development; Workforce Management; Employee & Labor Relations; Technology Management	For Session 9: Employee and Labor Relations; Technology Management
April 21, 2025	Session 9: Employee & Labor Relations; Technology Management Managing a Global Workforce	For Session 10: Managing a Global Workforce
April 28, 2025	Session 10: Managing a Global Workforce	For Session 11: Risk Management; Corporate Social Responsibility
May 5, 2025	Session 11: Risk Management; Corporate Social Responsibility	For Session 12: U.S. Employment Laws & Regulations
May 12, 2025	Session 12: U.S. Laws & Regulations	Take-home final exam; paper and pencil related to the topics in the 4 Domains.