

## 12 WEEK STUDY SCHEDULE: 2019 HRCP Program - [www.hrcp.com](http://www.hrcp.com)

DAY	✓	UNIT & PAGE #	SECTION	# OF PAGES	TOPICS
<b>WEEK ONE</b>					
M		Unit 1: 1-18	1.1 - 1.1.8	18	1.1 Strategic Human Resource Management (Test Your Knowledge Questions)
T		Unit 1: 19-38	1.2 - 1.2.6	20	1.2 Organizational Strategy (Test Your Knowledge Questions)
W		Unit 1: 39-53	1.3- 1.3.5	15	1.3 HR Control and Evaluation (Test Your Knowledge Questions)
TH		Unit 1: 55-65	1.4 - 1.4.4	11	1.4 HR Technology (Test Your Knowledge Questions)
F		Unit 1: 67-86	1.5 - 1.5.4	20	1.5 Organizational Environments (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			
<b>WEEK TWO</b>					
M		Unit 1: 87-96	1.6 - 1.6.7	10	1.6 Organizational Design & Development (Test Your Knowledge Questions)
		Unit 1: 97-106	1.7 - 1.7.7	10	1.7 Organizational Culture (Test Your Knowledge Questions)
T		Unit 1: 107-123	1.8 - 1.8.11	17	1.8 Global HR Management (Test Your Knowledge Questions)
W		Unit 1: 125-132	1.9.1 - 1.9.4	8	1.9 Leadership & Management Theories (Test Your Knowledge Questions)
		Unit 1: 133-140	1.10 - 1.10.4	8	1.10 Decision Making (Test Your Knowledge Questions)
TH		Unit 1: 141-155	1.11 - 1.11.3	15	1.11 Ethics (Test Your Knowledge Questions)
F		Unit 1: 147-174 <b>Review Unit 1 &amp; Take Practice Exams</b>	1.12 - 1.12.4	18	1.12 HR Research and Analytics (Test Your Knowledge Questions) <b>Scores:</b>
S		CATCH UP & REVIEW			
<b>WEEK THREE</b>					
M		Unit 2: 1-20	2.1 - 2.1.3	20	2.1 Employment Discrimination
T		Unit 2: 20-42	2.1.4 - 2.1.8	23	2.1 Employment Discrimination (cont)
W		Unit 2: 42-49	2.1.9 -2.1.10	8	2.1 Employment Discrimination (cont) (Test Your Knowledge Questions)
		Unit 2: 51-65	2.2 - 2.2.4	15	2.2 Human Resource Planning
TH		Unit 2: 65-76	2.2.5	12	2.2 Human Resource Planning (cont) (Test Your Knowledge Questions)
		Unit 2: 77-86	2.3.1 - 2.3.7	10	2.3 Job Analysis, Description, and Specification (Test Your Knowledge)
F		Unit 2: 87-103	2.4 - 2.4.5	17	2.4 Recruitment (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			

WEEK FOUR					
M		Unit 2: 105-120	2.5 - 2.5.5	16	2.5 Selection
T		Unit 2: 120-137	2.5.6 - 2.5.7	18	2.5 Selection (cont)
W		Unit 2: 137-152	2.5.8 - 2.5.13	16	2.5 Selection (cont) (Test Your Knowledge Questions)
TH		<b>Review Unit 2 &amp; Take Practice Exams</b>			<b>Scores:</b>
F		Unit 3: 1-16	3.1 - 3.1.4	16	3.1 Training and Development in the Organization (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			
WEEK FIVE					
M		Unit 3: 17-38	3.2 - 3.2.3	22	3.2 Principles of Training and Development (Test Your Knowledge Questions)
T		Unit 3: 39-56	3.3 - 3.3.5	18	3.3 Training and Development Techniques (Test Your Knowledge Questions)
W		Unit 3: 57-62	3.4 - 3.4.2	6	3.4 Presenting the Training: Delivery (Test Your Knowledge Questions)
		Unit 3: 63-73	3.5 - 3.5.4	11	3.5 Evaluation of Training Effectiveness (Test Your Knowledge Questions)
TH		Unit 3: 75-96	3.6.1 - 3.6.5	22	3.6 Talent Management Programs
F		Unit 3: 96-101	3.6.6 -3.6.8	6	3.6 Talent Management Programs (cont) (Test Your Knowledge Questions)
		Unit 3: 103-111	3.7 - 3.7.4	9	3.7 Performance Management
S		CATCH UP & REVIEW			
WEEK SIX					
M		Unit 3: 111-125	3.7.5 - 3.7.7	15	3.7 Performance Management
T		Unit 3: 126-135	3.7.8 - 3.7.11	10	3.7 Performance Management (cont) (Test Your Knowledge Questions)
W		Unit 3: 137-153	3.8 - 3.8.9	17	3.8 Change Management (Test Your Knowledge Questions)
TH		Unit 3: 155-166	3.9 - 3.9.4	12	3.9 Organizational Development Interventions (Test Your Knowledge Questions)
		Unit 3: 167-173	3.10 - 3.10.3	7	3.10 Employee Retention
		<b>Review Unit 3 &amp; Take Practice Exams</b>			<b>Scores:</b>
F		Unit 4: 1-13	4.1 - 4.1.5	13	4.1 Total Rewards: Financial and Non-financial (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			

WEEK SEVEN					
M		Unit 4: 15-21	4.2 - 4.2.4	7	4.2 The Wage-Level Decision (Test Your Knowledge Questions)
		Unit 4: 23-33	4.3 - 4.3.5	11	4.3 Job Evaluation Methods (Test Your Knowledge Questions)
T		Unit 4: 35-44	4.4 - 4.4.7	10	4.4 Job Pricing and Pay Rate Administration (Test Your Knowledge Questions)
		Unit 4: 45-49	4.5.1 - 4.5.6	5	4.5 Economic Factors Affecting Compensation (Test Your Knowledge Questions)
W		Unit 4: 51-67	4.6 - 4.6.2	17	4.6 Incentive Compensation Systems
TH		Unit 4: 68-79	4.6.3 - 4.6.8	12	4.6 Incentive Compensation Systems (cont) (Test Your Knowledge Questions)
F		Unit 4: 81-91	4.7 - 4.7.6	11	4.7 Executive Compensation (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			
WEEK EIGHT					
M		Unit 4: 93-117	4.8 - 4.8.8	25	4.8 Compensation Laws and Regulations (Test Your Knowledge Questions)
T		Unit 4: 119-132	4.9 - 4.9.4	14	4.9 Employee Benefit Programs
W		Unit 4: 132-146	4.9.5 - 4.9.9	15	4.9 Employee Benefit Programs (cont)(Test Your Knowledge Questions)
TH		Unit 4: 147-156	4.10 - 4.10.2	10	4.10 Health Care Benefits (Test Your Knowledge Questions)
		Unit 4: 157-166	4.11 - 4.11.6	10	4.11 Managing Employee Benefit Programs (Test Your Knowledge Questions)
F		Unit 4: 167-189	4.12 - 4.12.9	23	4.12 Benefits Laws and Regulations (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			

WEEK NINE					
M	Unit 4: 191-195	4.13 - 4.13.2	5	4.13 Evaluating Strategy & Program Effectiveness (Test Your Knowledge Questions)	
	Unit 4: 197-201	4.14 - 4.14.2	5	4.14 International HR Compensation Issues (Test Your Knowledge Questions)	
	<b>Review Unit 4 &amp; Take Practice Exams</b>			<b>Scores:</b>	
T	Unit 5: 1-2	5.1	2	5.1 Employee Relations (Test Your Knowledge Questions)	
	Unit 5: 3-13	5.2 - 5.2.5	11	5.2 Employee Engagement (Test Your Knowledge Questions)	
W	Unit 5: 15-29	5.3 - 5.3.8	15	5.3 Employee Involvement Strategies (Test Your Knowledge Questions)	
TH	Unit 5: 31-36	5.4 - 5.4.3	6	5.4 Diveristy and Inclusion (Test Your Knowledge Questions)	
	Unit 5: 37-46	5.5 - 5.5.5	10	5.5 Labor Relations (Test Your Knowledge Questions)	
F	Unit 5: 47-59	5.6 - 5.6.6	13	5.6 Union Representation of Employees (Test Your Knowledge Questions)	
S	CATCH UP & REVIEW				
WEEK TEN					
M	Unit 5: 61-68	5.7 - 5.7.4	8	5.7 Employer Unfair Labor Practices (Test Your Knowledge Questions)	
	Unit 5: 69-79	5.8-5.8.6	11	5.8 Union Unfair Labor Practices and Strikes (Test Your Knowledge Questions)	
T	Unit 5: 81-92	5.9 - 5.9.9	12	5.9 Collective Bargaining (Test Your Knowledge Questions)	
	Unit 5: 93-96	5.10 - 5.10.3	4	5.10 Maintaining Nonunion Status (Test Your Knowledge Questions)	
	Unit 5: 97-99	5.11-5.11.4	3	5.11 Public Sector Labor Relations (Test Your Knowledge Questions)	
W	Unit 5: 101-105	5.12 - 5.12.3	5	5.12 Global Labor Relations (Test Your Knowledge Questions)	
TH	Unit 5: 107-120	5.13 - 5.13.5	14	5.13 Grievance Systems (Test Your Knowledge Questions)	
F	Unit 5: 121-133	5.14 - 5.14.5	13	5.14 Employee Discipline Systems (Test Your Knowledge Questions)	
S	CATCH UP & REVIEW				

WEEK ELEVEN					
M		Unit 5: 135-144	5.15 - 5.15.6	10	5.15 Individual Employment Rights (Test Your Knowledge Questions)
T		Unit 5: 147-161	5.16 - 5.16.7	15	5.16 Workforce Behavior Problems (Test Your Knowledge Questions)
W		Unit 5: 163-170	5.17 - 5.17.5	8	5.17 Organizational Exit (Test Your Knowledge Questions)
		Unit 5: 171-172	5.18 - 5.18.1	2	5.18 Risk Management (Test Your Knowledge Questions)
TH		Unit 5: 173-187	5.19 - 5.19.4	15	5.19 Safety
F		Unit 5: 187-199	5.19.5 - 5.19.8	13	5.19 Safety (cont) (Test Your Knowledge Questions)
S		CATCH UP & REVIEW			
WEEK TWELVE					
M		Unit 5: 201-218	5.20 - 5.20.5	18	5.20 Health
T		Unit 5: 218-231	5.20.6 - 5.20.9	14	5.20 Health (cont) (Test Your Knowledge Questions)
W		Unit 5: 233-252	5.21 - 5.21.4	20	5.21 Security
TH		Unit 5: 252-267	5.21.5 - 5.21.7	16	5.21 Security (cont) (Test Your Knowledge Questions)
F		<b>Review Unit 5 &amp; Take Practice Exams</b>			<b>Scores:</b>
S		CATCH UP & REVIEW			
REVIEW TIME					
		REVIEW			
		<b>COMPREHENSIVE EXAMS</b>			<b>Scores:</b>
		REVIEW			
		RETEST/REVIEW			
		<b>As Scheduled</b>			<b>PASS EXAM!!!</b>