

6 PHR Exam Study Tips



1. Perform a Self-Assessment

Before you decide when to take the exam, consider your current level of readiness and work experience. Consult the HRCI exam content outlines and evaluate your strengths and weaknesses.

This is the exam weighting by **functional area**:



Business Management



Talent Planning and Acquisition



Learning and Development



Total Rewards



Employee and Labor Relations

You need to be proficient in each area. Being competent in just a couple topics won't carry you.

2. Create a Study Timeline

According to the HRCI, most test takers spend more than **60 hours** studying for the exam. Your personal schedule will have the most bearing on your timeline.

How much time each week do you have free for test prep? Create a schedule and stick to it.

3. Use Multiple Study Techniques

Note which study methods have worked for you in the past. Use these as a guide when purchasing course materials.

Are there some techniques you have never used?

Now's the time to try them out.

Successful test takers report using multiple techniques.

4. Identify Your Budget

Currently, the application fee is \$100 and the exam fee is \$395 for the PHR. There are a few free materials, but you are going to need comprehensive programs. And they aren't cheap. It's important to note that the **HRCI doesn't recommend any specific study program.**

Identify your budget for purchasing materials in addition to the exam application and exam fee.

5. Monitor Your Progress With Practice Tests

HRCI has many PHR practice questions on their website. Your test scores will reveal if your studying is effective. They will show you how you're doing in each functional area. Adapt your study schedule to your practice test performance.

Start taking practice tests early in your preparation.

6. Prepare for Test Day

Plan your driving route (or public transport) to the testing center before test day. Some candidates drive to the testing center a few days before to make sure they know where it is.

Leave as many personal items at home as possible. You have to put personal items in a small locker at the testing center.

Check traffic the morning of the test to find out if there are unexpected slowdowns. Adjust your driving route if necessary.

Leave home early. You will be much calmer as you start the test if you've had time to relax.

Be prepared to present a non-expired government-issued form of photo ID such as a passport or drivers license.

Visit the **Pearson VUE website** for emergency closures and Pearson VUE contact details.

You Got This!

Get even more great tips and tricks to be the most prepared you can be for your PHR exams by visiting our blog **Everything You Need To Know To Pass The PHR Certification Test.**