

PHR: Professional in Human Resources

Official Body: HRCI | Syllabus: 2026 HRCI PHR Specifications

Free 10-Q Diagnostic ->

Passing Standard: Scaled score of 500 on a 100-700 scale

Format & Timing: 115 Questions (90 scored + 25 pretest). 2 hours. (Pearson VUE)

Testing Windows: Continuous on-demand testing year-round at Pearson VUE

1. OFFICIAL 2026 BLUEPRINT DOMAINS & WEIGHTINGS

PHR-1: Business Management	Weight: 14%
Strategic HR alignment, organizational structures, HR metrics, and change management, Legislative and regulatory processes and corporate governance	
PHR-2: Workforce Planning and Talent Acquisition	Weight: 16%
Workforce planning, job analysis/descriptions, sourcing, and interviewing, Uniform Guidelines on Employee Selection Procedures (UGESP), adverse impact (4/5ths rule), and onboarding	
PHR-3: Learning and Development	Weight: 10%
Training needs analysis, ADDIE model, adult learning principles, and Kirkpatrick evaluation levels, Career development, succession planning, and performance appraisal systems	
PHR-4: Total Rewards (Compensation & Benefits)	Weight: 20%
Base and variable pay structures, job evaluation, market pricing, and FLSA overtime compliance, Health/welfare benefits (ERISA, COBRA, ACA, HIPAA), retirement plans, and FMLA/workers compensation	
PHR-5: Employee and Labor Relations	Weight: 39%
Employee relations, progressive discipline, workplace investigations, and termination best practices, Labor relations: NLRA, union organizing, collective bargaining, unfair labor practices (ULPs), and strikes	
PHR-6: HR Information Management, Safety and Security	Weight: 1%
HRIS data privacy, recordkeeping retention schedules, OSHA workplace safety, and emergency response	

2. PRIMARY STATUTORY & REGULATORY AUTHORITIES TESTED

- * **National Labor Relations Act (NLRA) & Federal Anti-Discrimination Statutes - 29 U.S.C. Sec. 15**
Union rights, collective bargaining, EEO compliance, and workplace investigations
- * **FLSA, ERISA, COBRA & OSHA Standards - 29 U.S.C. Sec. 201 (FLSA), 29 U.S.C. Sec. 1001 (ERISA),**
Statutory compensation, benefits continuation, fiduciary duties, and occupational safety

3. EXAMINER TRAPS & HIGH-YIELD PASS STRATEGY

Key Challenge: High concentration (39%) on Employee & Labor Relations and Total Rewards, testing union organizing rules (NLRA), OSHA reporting, and ERISA/COBRA rules.