

SHRM-CP: SHRM Certified Professional

Official Body: SHRM | Syllabus: 2026 SHRM BASK Specifications

[Free 10-Q Diagnostic ->](#)**Passing Standard: Scaled score of 200 on a 120-200 scale**

Format & Timing: 134 Questions (80 Knowledge Items + 54 Situational Judgment Items). 3 hours 40 minutes. (Prometric)

Testing Windows: Spring (May-July) and Winter (Dec-Feb) windows at Prometric

1. OFFICIAL 2026 BLUEPRINT DOMAINS & WEIGHTINGS

SHRM-1: Behavioral Competencies (Leadership, Ethical Practice, Business Ac**Weight: 50%**

Leadership & Navigation and Ethical Practice, Business Acumen, Relationship Management, and Consultation, Analytical Aptitude, Communication, and Global Mindset

SHRM-2: People (HR Strategy, Talent Acquisition, Engagement, Total Rewards**Weight: 18%**

HR Strategy, Talent Acquisition, and Employee Engagement & Retention, Learning & Development and Total Rewards (Compensation & Benefits)

SHRM-3: Organization (Structure, Workforce Management, Employee & Labor Re**Weight: 18%**

Structure of the HR Function, Organizational Effectiveness & Development, Workforce Management, Employee & Labor Relations, and Technology Management

SHRM-4: Workplace (Managing a Global Workforce, Risk Management, Corporate**Weight: 14%**

Managing a Global Workforce, Risk Management, and Corporate Social Responsibility, U.S. Employment Law & Regulations (Title VII, ADA, FMLA, FLSA, NLRA, OSHA, WARN, USERRA)

2. PRIMARY STATUTORY & REGULATORY AUTHORITIES TESTED

*** SHRM Body of Applied Skills and Knowledge (BASK) - SHRM BASK (Leadership, Interpersonal, Busin**

Behavioral competencies and HR functional knowledge domains

*** Federal Employment & Labor Laws - 29 U.S.C. & 42 U.S.C. Employment Law Statutes**

Title VII, ADA, ADEA, FLSA, FMLA, ERISA, OSHA, and NLRA compliance

3. EXAMINER TRAPS & HIGH-YIELD PASS STRATEGY

Key Challenge: Situational Judgment Items (SJIs) where multiple options are plausible and candidates must select the most strategic HRBASK-aligned response.

Pass the SHRM-CP on your first try with VoraPrep's complete 6-pillar interactive course:

[1. Full SHRM-CP Course ->](#)[2. Free 10-Q Diagnostic ->](#)[3. Score & Hours Calculator ->](#)