

## How to Find an HR Professional

*"Getting the most out of business means getting the best out of the people with knowledge." Henry G. Jackson, President of the Society of Human Resource Management (SHRM)*

Are you dealing with HR issues that you're really not equipped to nor want to handle? Are you planning to outsource your human resource functions, or do you need to hire a professional to gain insight, information, and perspective? Here are some things to consider.

Most common human resource areas:

- Compensation
- Benefits
- Recruiting & Staffing
- Employee Relations
- Organization Design & Planning
- Training & Development
- Diversity & Inclusion
- Talent Management

Most HR professionals hold a certification; these are issued through the HR Certification Institute, an affiliate of the Society for Human Resources Management (SHRM). To gain certification, individuals must have formal training in HR as well as practical experience, and to maintain certification they must stay current on the latest HR information and practices. Some common certifications are:

**PHR – Professional in Human Resource.** This person is typically more tactical and can help with implementing programs, recruiting, staffing, compensation, diversity, and training.

**SPHR – Senior Professional in Human Resource.** A more advanced HR certification, this person can be both tactical and strategic; they typically have a broader scope and deeper experience in all areas of human resources.

**CPS / CTS – Certified Personnel Consultants and Certified Temporary Staffing.** These individuals are staffing specialists.

**CCP / CBP – Certified Compensation Professional and Certified Benefits Professional.** These professionals focus on compensation and benefits, respectively.

Additionally, business owners may be seeking help with administering and evaluating employee and organization assessments. A human resources professional can help you decide which assessment is the most appropriate for your situation, and they can assist in the implementation of the assessment as well as in building plans based on the outcomes.

So how do you find someone? Simply do a Google or Yahoo search for human resource management in your area. For a more refined search, specify the area of HR in which you are most interested in assistance.