

# The HRCI Certification Advantage

By Barry Lawrence, MBA, aPHR, HRCI Staff Writer

HR Certification Institute® (HRCI®) makes a difference in the careers of human resource management professionals, as well as in the performance of employees and organizations they serve. HRCI has the most recognized and trusted HR certifications in the world that demonstrate people management excellence. Here's why:

- With more than 40 years of HR certification experience, **HRCI has awarded credentials to over 500,000 HR professionals in nearly every country in the world.**
- HR credentials from HRCI are the **most recognized** by leading organizations:
  - When employers post jobs that require or recommend an HR certification, 95 percent specify HRCI credentials, according to an online analysis of over 2 billion job postings conducted by CareerBuilder and Emsi.
  - 93 percent of Fortune 500 companies employ HRCI-certified professionals.
  - 66 percent of HR supervisors prefer to hire HRCI-certified professionals for HR positions, according to a 2015 study by the Human Resources Research Organization (HumRRO).
- **HRCI-certified professionals excel** across a number of key dimensions versus non-credentialed HR practitioners, based on a 2018 survey of 500 HR practitioners:
  - 90 percent are satisfied with their career choice versus 78 percent of non-credentialed HR professionals.
  - 57 percent are satisfied with their salaries versus 39 percent.
  - 54 percent are satisfied with their training and professional development versus 34 percent.
- **Organizations excel** when led by HR teams made up of HRCI-certified professionals, the same survey found:
  - 72 percent of HRCI-certified professionals say their organizations have "above average" corporate cultures vs 41 percent of non-credentialed HR practitioners.
  - 43 percent say their organizations provide "above average" customer satisfaction versus 29 percent of non-credentialed HR practitioners.