

Raman Kia, PHR

Director of HR

Morpheus Media

SHRM Member since 2009



How I Earned My PHR

What Learning System option did you use to study for your PHR exam?

I used the Self-Directed SHRM Learning System. I began by reading all six modules from cover to cover. It is easy to assume that you already have some knowledge of certain areas of HR and that you can skim through some sections, but if you are prepared to be much more open-minded and not take any section for granted you will realize how much the Learning System actually has to offer.

I found it very useful to take each module progress check test and then studied topics that I was not able to answer correctly during the progress check.

I then began to periodically take the online mock exams on the HR Certification Institute web site. This level of evaluating my knowledge in a time-sensitive exam setting constantly alerted me to areas that I needed to study again. In the weeks prior to my exam I used the HR Certification Institute exams and the SHRM Learning System in tandem to continuously evaluate my HR knowledge and to study areas of knowledge that I was lacking.

Tip: If you are an HR professional it really helps to apply the body of knowledge to your daily work as well. No learning is better than on the job learning!

What has earning your credentials done for your career?

At Morpheus Media I am the HR generalist and close to 60 people rely on my expertise on a variety of HR, operations, and other strategic issues. The most immediate after-effect of earning my credentials is the trust that people now have in my opinion.

How has the SHRM Learning System helped you with your daily work?

There is not a week that goes by that I do not refer back to the learning system modules. It is not only a very useful source of HR information, it is also a fully comprehensive source of business strategy. It is vastly comprehensive and in my opinion a must have for every manager, even those who are not in HR.

