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Learning Module	Primary Competency	Secondary Competency
Compensation and Benefits		
Creating a Flexible Workplace		
Discretionary Employee Benefits		
Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations		
Managing a Salary Survey Project		
Total Rewards: It's More Than Just a Paycheck!		
Workers' Compensation		
Employee and Labor Relations		
Managing Virtual Work Teams		
The Evolution of Human Resource Management		
Workplace Dispute Resolution		
Employment Law		
Adverse Impact and Disparate Treatment: Two Types of Discrimination		
Discrimination in Employment: Understanding the Legalities		
Employment Law		
Health, Safety and Security		
Legal Issues in Human Resources Management		
Managing a Diverse Workforce: Affirmative Action		
Workers' Compensation		
Strategy		
Aging and Employment: Workforce Planning and Talent Management: Updated		
Beyond Tactical HR: Transformation to Strategic HR		
Ethics in Human Resource Management		

HR and Organization Strategy		
Human Resource Practices in India		
Human Resource Practices in Mexico		
The Role of Mission and Values in Strategic Human Resource Management		
Training and Development		
Conducting Needs Assessments		
Training and Development		
Transfer of Training		
Using Technology for Communication and Training		
Workforce Planning		
Designing Incentives and Rewards		
Employer Branding and Retention Strategies		
HR and Technology		
Integrating an HRIS System: A Module with Integrated Case		
Job Analysis		
Job Analysis-Based Performance Appraisal		
Managing and Responding to Poor Employee Performance		
Organizational Entry and Socialization		
Performance Management and Appraisal		
Recruitment and Selection: Hiring the Right Person		
Return on Investment: Training and Development		
Talent Acquisition		

Symbol	Competency
	Business Acumen
	Communication
	Consultation
	Critical Evaluation
	Ethical Practice
	Global & Cultural Effectiveness
	HR Expertise (HR Knowledge)
	Leadership & Navigation
	Relationship Management