

HR certification comparison guide 2026

Credential	Body	Cost	Experience	Pass rate	Renewal
SHRM-CP	SHRM	\$350 to \$499	None	n/a	60 professional development credits (PDCs) every 3 years, or retake the exam.
SHRM-SCP	SHRM	\$350 to \$499	Required	n/a	60 PDCs every 3 years, or retake the exam.
PHR	HRCI	\$495	Required	72%	60 HR recertification credits every 3 years, or retake the exam.
SPHR	HRCI	\$595	Required	76%	60 credits every 3 years, including at least 15 Business credits, or retake the exam.
aPHR	HRCI	\$400	None	71%	45 HR credits every 3 years, or retake the exam.
GPHR	HRCI	\$595	Required	56%	60 credits every 3 years, including at least 15 Global credits, or retake the exam.
FPC	PayrollOrg	About \$359 to \$459	None	n/a	60 recertification credit hours over 3 years, or retake the exam.
CPP	PayrollOrg	\$419 to \$609	Required	n/a	120 recertification credit hours over 5 years, or retake the exam.
CCP	WorldatWork	\$7,812 to \$11,160	None	n/a	WorldatWork recertification credits; WorldatWork tracks them in your profile.
CBP	WorldatWork	\$6,835.50 to \$9,765	None	n/a	WorldatWork recertification credits, tracked in your profile.
CEBS	IFEBP	About \$5,324	None	n/a	CEBS Compliance: 30 hours of credit every 2 calendar years to stay listed as compliant.

12-week study planner (any credential)

Week 1	Choose your credential, confirm eligibility, download the exam outline.
Weeks 2 to 3	Baseline practice test. Rank content areas from weakest to strongest.
Weeks 4 to 9	One content area per week, plus 25 practice questions every other day.
Week 10	Full-length timed practice exam.
Week 11	Targeted review of missed questions.
Week 12	Light review, confirm logistics, rest before exam day.

Questions to ask your employer

- ☐ Will you pay the exam fee, study materials, and renewal fees?
- ☐ Is there a repayment agreement if I leave within a set period?
- ☐ Can I study during work hours, and attend a prep course?
- ☐ Will certification affect my pay band or promotion path?

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