



**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

# The Solution is SHRM

**Brenda Perkins, CEBS**

# What does SHRM provide to members?

- **Information**
- **Education**
- **Networking**
- **Advocacy**

**Over 250,000 members strong, SHRM is the world's largest association devoted to HR management.**

## **Our mission is to:**

- Build and sustain **partnerships** to address **people management challenges** that influence the **effectiveness** and **sustainability** of their organizations and communities
- Provide a **community** to share expertise and create innovative **solutions** on people management issues
- Proactively provide **thought leadership**
- Serve as an **advocate** to ensure that policy makers, law makers and regulators are aware of key people concerns facing organizations and the **human resource profession**


# Why Continue to Be a Member of SHRM?

## Because SHRM Provides Solutions!

- Companies are looking for HR professionals who are up-to-date on the latest issues affecting their bottom line
- Keeping your HR skills and knowledge up to date may be the key to landing a new job or holding on to the one you have—SHRM can give you a competitive edge
- Being indispensable when your company is downsizing is easier with SHRM's resources at your fingertips
- Getting involved in your professional association will give you the connections you need to maintain your network; many volunteer opportunities exist
- You can keep your certification current through FREE SHRM webcasts

# Information as a Solution


[Home](#) | [Contact Us](#) | [SHRM Foundation](#) | [SHRM India](#) | [HR Certification Institute](#)
Welcome Mrs. Michelle T. Trent SPHR ▾




**Leading People.  
Leading Organizations.**


**Not a Member? [Become One Today!](#)**

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 Powered by 



**Be Part of Something Big**  
Join us at the world's largest HR conference  
at the SHRM 2012 Annual Conference.  
**Register Online Now!**




**MEMBER TOOLS**

Select... ▾

> [Find a Chapter](#)  
> [Member Directory](#)

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[Logout](#)



**Cost savings for  
your company.**





**Real choices  
for your  
employees.**

**Featured Story**




**EEOC Issues Age Bias Regulation**  
A final regulation from the Equal Employment Opportunity Commission (EEOC) clarifies disparate impact and reasonable factors other than age under age discrimination law.

**Most Popular** ▲

<a href="#">Sample Job Descriptions</a>	DOCUMENT 
<a href="#">Companies Increase Wellness Incentive Dollars</a>	ARTICLE 
<a href="#">Metrics that Matter to HR</a>	WEBCAST 
<a href="#">IRS Issues W-2 Guidance</a>	ARTICLE 
<a href="#">Strategic Temp-Tation</a>	ARTICLE 

**Featured Video**



**NEW! FOCUS ON IR**

**Episode 6, March 29 2012**  
News: Health reform law, health data, body odor. Focus on SHRM: Cost per hire. Feature: NLRB poster rules.

[All Videos>>>](#)

- Free to members, these online communities provide the latest news, research articles, webcasts, and discussion forums for each discipline:
  - > Benefits
  - > Business Leadership
  - > Compensation
  - > HR Consulting
  - > Workplace Diversity
  - > Employee Relations
  - > Ethics & Sustainability
  - > Global HR
  - > Labor Relations
  - > Organizational & Employee Development
  - > Safety & Security
  - > Recruiting and Staffing Management
  - > Technology

**[www.shrm.org/HRDisciplines](http://www.shrm.org/HRDisciplines)**



## Make an informed decision with help from the HR Knowledge Center

**Don't Go It Alone.**

Call the Trusted  
**HR Knowledge Center.**



Use this **FREE**  
Service Now!

- Contact the HR Knowledge Center by:
  - > Phone: 800-283-7476, available 8:30 a.m. to 8:00 p.m. ET
  - > Email: Complete the form online
  - > **LIVE CHAT from 10:00 a.m. to 4:30 p.m. ET**
  - > **Online location: SHRM » Templates and Tools » Ask an HR Advisor**



- HR Magazine
- HR News (online only)
- HR Week (e-mail)
- HR Discipline e-Newsletters
- Legal Report
- Research Quarterly (in HR Magazine)
- E-newsletters on HR topics



**Sign up for ANY E-Newsletter at  
[www.shrm.org/Publications/E-mailNewsletters](http://www.shrm.org/Publications/E-mailNewsletters)**

- Learn new HR information right at your desk
- Free for SHRM members
- More than 45 new webcasts per year
- Participation earns recertification credits
- Archived for viewing at your convenience
- **[www.shrm.org/Multimedia/Webcasts](http://www.shrm.org/Multimedia/Webcasts)**



***“It’s hard to imagine working in HR without this valuable resource.”***

**— Brooke Kaercher, PHR  
Member since 2005**

## Online Toolkits

- Get information on any HR topic, all compiled in one easy-to-view page on SHRM.org
- Discover answers to basic questions or complex matters involving topics ranging from the Americans with Disabilities Act to workplace security
- **[www.shrm.org/TemplatesTools/Toolkits](http://www.shrm.org/TemplatesTools/Toolkits)**



***“My SHRM membership gives me a sense of security; I know who I can turn to.”***

**— Joanna Markle**  
**Member since 2008**

## “Hot Topic” Toolkits

- Practicing Strategic Human Resources
- Designing Global Compensation Systems
- Benchmarking Human Capital Metrics
- Business Continuity and Recovery
- Disaster Management
- Employing Older Workers
- Unemployment
- Mergers & Acquisitions
- Strategic Planning
- Terminating Employees Involuntarily
- Managing a Downsizing
- **[www.shrm.org/TemplatesTools/Toolkits](http://www.shrm.org/TemplatesTools/Toolkits)**

## Sample Databases

- Policies
  - > Includes a full-length sample employee handbook
- Forms
  - > Sample forms for processes ranging from hiring to disciplinary actions and creating mission statements
- Job Descriptions
  - > Search by title, function, or industry
  - > Samples from a cross section of employers, company size, and industries
- RFPs
- **[www.shrm.org/TemplatesTools/Samples](http://www.shrm.org/TemplatesTools/Samples)**

## A comprehensive sample database

- Training Presentations
  - > For example, under the “Safety/Security” training section, here are the presentations available:
    - Crisis Management Planning
    - Identity Theft Solutions
    - Privacy Issues at Work Training for Supervisors
    - Workplace Violence Training for Supervisors
  - > Under the “Compensation” training section, presentations are available for:
    - FLSA Training for Supervisors Part I - V
    - Your Hidden Paycheck: An Employee Communication Presentation
- **[www.shrm.org/TemplatesTools/Samples](http://www.shrm.org/TemplatesTools/Samples)**

## Supervisory Newsletter Articles

### “Managing Smart”

- Member-exclusive collection of articles
- Authoritative advice from SHRM to help line managers supervise their staffs. Addresses these topics:
  - > Communicating, training, rewarding, and motivating employees
  - > Compliance with employment laws
- As a member of SHRM, you are authorized to distribute copies, excerpts, or emails of the newsletter at your organization.
- **[www.shrm.org/TemplatesTools/Samples/SupervisoryNewsletter/Pages/default.aspx](http://www.shrm.org/TemplatesTools/Samples/SupervisoryNewsletter/Pages/default.aspx)**



## Express Requests

- A self-service tool that allows you to request and receive information on a wide variety of HR topics via email
- Express Request responses are available 24/7
- Topics include
  - > Audits, attitude surveys, behavioral interviewing
  - > Salary surveys
  - > Seasonal topics
  - > Links to law firms' newsletters; directories for locating employment lawyers for each state
  - > HR competencies, HR career development and more
- Benefit included with SHRM membership (up to 25 requests per membership year)
- **[www.shrm.org/TemplatesTools/ExpressRequests](http://www.shrm.org/TemplatesTools/ExpressRequests)**

## HR Metrics Calculators

- Enhance productivity and minimize costs by calculating:
  - > Absenteeism Rates
  - > Cost per Hire
  - > FTE Calculation
  - > Human Capital ROI
  - > Health Care Costs Per Employee
  - > Revenue/Profit Per Employee
  - > Training Costs Per Employee
  - > Time to fill
  - > Turnover
  - > Workers' Compensation Cost Per Employee
- **[www.shrm.org/TemplatesTools/Samples/Metrics](http://www.shrm.org/TemplatesTools/Samples/Metrics)**

Here are just a few of the metrics calculators in one area of HR. There are calculators for every HR function!

ORGANIZATIONAL & EMPLOYEE DEVELOPMENT		
Career Path Ratio	The number of employees moving upward in the organization as a percentage of all employee movement	<a href="#">Calculator</a>
Human Capital ROI	Return on investment ratio for employees.	<a href="#">Calculator</a>
Human Capital Value Added	Value of workforce's knowledge, skill, and performance.	<a href="#">Calculator</a>
Management Costs Per FTE	The dollars spent on Managers per full-time equivalent employee	<a href="#">Calculator</a>
Management Ratio	The number of employees to each manager	<a href="#">Calculator</a>
Management Span of Control	The average number of employees per manager/executive	<a href="#">Calculator</a>
Percentage of Employees Trained	The number of employees receiving training as a percentage of total employee headcount	<a href="#">Calculator</a>
Training Costs As a Percentage of Compensation	Training costs as a percentage of compensation costs	<a href="#">Calculator</a>

## Customized Benchmarking Services

- SHRM Benchmarking Reports can help you:
  - > Justify additional HR staff
  - > Defend recruiting and HR budgets
  - > Make the case for better 401(k) matching
  - > Devise competitive health care plans
- Customize your report according to industry and company size, and choose from more than 140 available metrics
- [www.shrm.org/Research/Benchmarks](http://www.shrm.org/Research/Benchmarks)



***“The information I get from SHRM helps me determine what we need to do and the steps we need to follow.”***

**— R. Schaeffer Greene**  
**Member since 1982**

## Guides By HR Discipline

### BENEFITS

- ▶ Administer COBRA
- ▶ Approve or Deny the Request for FMLA Leave
- ▶ Calculate the FMLA Rolling Year Method
- ▶ Develop and Administer Military Benefits
- ▶ Determine if you Should Contest an Unemployment Claim

### BUSINESS LEADERSHIP

- ▶ Write a Business Plan

### COMPENSATION

- ▶ Establish Salary Ranges
- ▶ Calculate Bonuses Into a Regular Rate of Pay for Overtime Purposes
- ▶ Calculate Overtime on a Semi-Monthly Pay Period
- ▶ Calculate Overtime Rates for Shift Differentials

### EMPLOYEE RELATIONS

- ▶ Conduct an Investigation
- ▶ Develop an Employee Handbook
- ▶ Handle an Employee's ADA Request for Reasonable Accommodation
- ▶ Establish a Performance Improvement Plan

If you need to know “how to do something,” check out the SHRM How-To Guides! Here are just a few!

## Leading Indicators of National Employment

SHRM LINE® Report March 2012	
Manufacturing	Service
Employment Expectations	
+4.8	-10.3
Recruiting Difficulty	
+5.9	-9.2
New-Hire Compensation	
+0.7	-1.9

- The SHRM LINE Employment Report covers the service and manufacturing sectors on key areas for recruiting each month:
  - > Projects hiring expectations a month ahead
  - > Presents month-to-month data on new-hire compensation
  - > Reports degree of difficulty recruiting highly qualified candidates
  - > Released one month prior to Bureau of Labor Statistics Employment Situation Report
- [www.shrm.org/Research/MonthlyEmploymentIndices](http://www.shrm.org/Research/MonthlyEmploymentIndices)

# Education as a Solution



# SHRM-Sponsored Seminars and Workshops

- **SHRM<sup>®</sup> Education Series (not a complete list)**
  - > Certification Preparation Courses
  - > HR Generalist
  - > Strategic Human Resources: Delivering Business Results
  - > SHRM Essentials<sup>®</sup> of HR Management Course
  - > **New!** Employee Relations
  - > **New!** Training for Federal HR Professionals
  - > **New!** Global Culture Competence for Business Leaders
  - > **New!** Finance for Strategic HR Partners
  - > Health Benefit Strategy: Leveraging Data, Design and Wellness
  - > Drive Results with HR Metrics and Workforce Analytics
  - > SHRM Diversity & Inclusion Strategic Leadership Program

**[www.shrm.org/Education](http://www.shrm.org/Education)**

# SHRM's World-Class Conferences

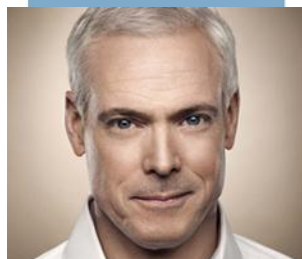
[www.shrm.org/  
CONFERENCES](http://www.shrm.org/CONFERENCES)

- **Talent & Staffing Management Conference**
  - > April 30-May 2, 2012 -- Washington, DC
- **SHRM's Annual Conference & Exposition**
  - > The world's largest HR conference
  - > June 24-27, 2012 – Atlanta, GA
- **Strategy Conference**
  - > October 3-5, 2012 -- Palm Springs, CA  
Registration opens in July
- **Diversity & Inclusion Conference & Exposition**
  - > October 22-24, 2012 -- Chicago, IL  
Registration opens in July

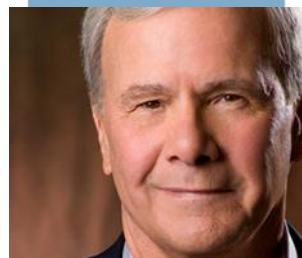


**BE Inspired by our Keynote Speakers**

**CONDOLEEZZA RICE**  
Secretary of State (2005–2009)



**JIM COLLINS**  
Best-Selling Author & Business Strategist



**TOM BROKAW**  
Legendary Newsman, *NBC News*, and Best-Selling Author

**MALCOLM GLADWELL**  
Best-Selling Author

More information is available at [Annual.shrm.org](http://Annual.shrm.org)



**Entertainment: JERRY SEINFELD**

Register by date	SHRM Member	Nonmember	Premium Package Upgrade (3 months)	Premium Package Upgrade (6 months)
February 4 – April 13	\$1,335	\$1,750	\$395	\$494
April 14 – May 25	\$1,440	\$1,855	\$395	\$494
After May 25	\$1,570	\$1,985	\$395	\$494

# Annual Conference Registration Discounts

- Send 5 or more from your **CHAPTER or COMPANY**, and receive a group discount from SHRM for attendance at the conference in Atlanta! See below for prices.
- <http://annual.shrm.org/group-discounts> for more info!

<b>TIER</b> (Size of Delegation)	<b>EARLY BIRD</b> thru 04/13/12	<b>STANDARD</b> 04/14/12 – 5/25/12	<b>LATE</b> after 5/25/12
Tier I (5-24)	\$1,005 (25% discount)	\$1,160 (20% discount)	\$1,255 (20% discount)
Tier II (25-50)	\$940 (30% discount)	\$1,090 (25% discount)	\$1,180 (25% discount)
Tier III (51+)	\$870 (35% discount)	\$1,015 (30% discount)	\$1,100 (30% discount)

- **SHRM e-Learning**
  - > Over 100 courses, webcasts and conference sessions available online
  - > Easy way to earn credits toward recertification
  - > Your whole staff can receive training through eLearning
  - > eTranscript keeps track of completed courses and total recertification credits earned

**[www.elearning.shrm.org](http://www.elearning.shrm.org)**

## Certify as a PHR, SPHR, GPHR and California-specific / [www.hrci.org](http://www.hrci.org)

- Works with SHRM to deliver sound HR practices
- Member discounts available on exam fee and learning materials through SHRMStore
- Test your knowledge with the online assessment exam

**Over 120,000  
certified HR  
professionals in  
more than 70  
countries**



**Will You Be the One They Choose?**

One out of two hiring managers prefer candidates who have achieved HR certification.\*

**Make the commitment.**

Achieve Your HR Certification NOW.

Lisa Morris, PHR  
Since 2005

\*Based on a survey of certified HR professionals

**As of May 2011, exam applicants have to have a combination of demonstrated work experience and education.**

Many chapters and local colleges also offer certification preparation courses

Certification gives you recognition, credibility, a competitive advantage, professional growth and increased earning potential.

Our **individual self-study learning programs** include:

- **SHRM Learning System<sup>®</sup>** – The #1 prep tool for the Professional in Human Resources (PHR<sup>®</sup>) or Senior Professional in Human Resources (SPHR<sup>®</sup>) certification exams. Helps HR professionals consistently beat the national pass rate.
- **SHRM Global Learning System<sup>®</sup>** – HR professionals with international and cross-border responsibilities can prepare for the Global Professional in Human Resources (GPHR<sup>®</sup>) exam
- **California Learning System<sup>™</sup>** – HR professionals who practice in or do business with the state of California gain information about laws and practices to prepare for PHR-CA/SPHR-CA exams
- **[www.shrm.org/Education/CertificationPreparation](http://www.shrm.org/Education/CertificationPreparation)**



- **SHRM Learning System is the #1 study tool**
- Printed workbooks
- Mobile accessibility for on-the-go studying
- HR skills application and testing software
- Online Resource Center
- Flashcards and glossary of key terms
- Member price \$695
- 1,400 practice questions



**Updated for  
2012! HR Body  
of Knowledge  
revised!**

**[www.shrm.org/Education/CertificationPreparation](http://www.shrm.org/Education/CertificationPreparation)**

- Certification expires 3 years from the date of your exam
- For recertification, 60 credit hours must be earned, options include:
  - > Attending seminars and courses (including free SHRM live and/or archived webcasts)
  - > Taking a college HR-related course (15 weeks of 3 hours per week = 45 HRCI credits)
  - > Teaching an HR class or training session (free)
  - > On-the-job experience (free)
  - > Research/Publishing (free)
  - > Leadership activities including mentoring and volunteering in HR roles (free)
  - > Professional memberships in national-level HR orgs.
- Recertification by examination

***Track your progress toward recertification hours online***

- 60 hours of learning credits – not 60 CEUs
- Hour-for-hour basis
- NO supporting documentation needs to be submitted; keep verification for audit purposes, however
- Sessions do NOT need to be pre-approved by HRCI, unless a chapter event
- Again, archived webcasts count for credit—able to view at any time

***Track your progress toward recertification hours online***

# Networking as a Solution



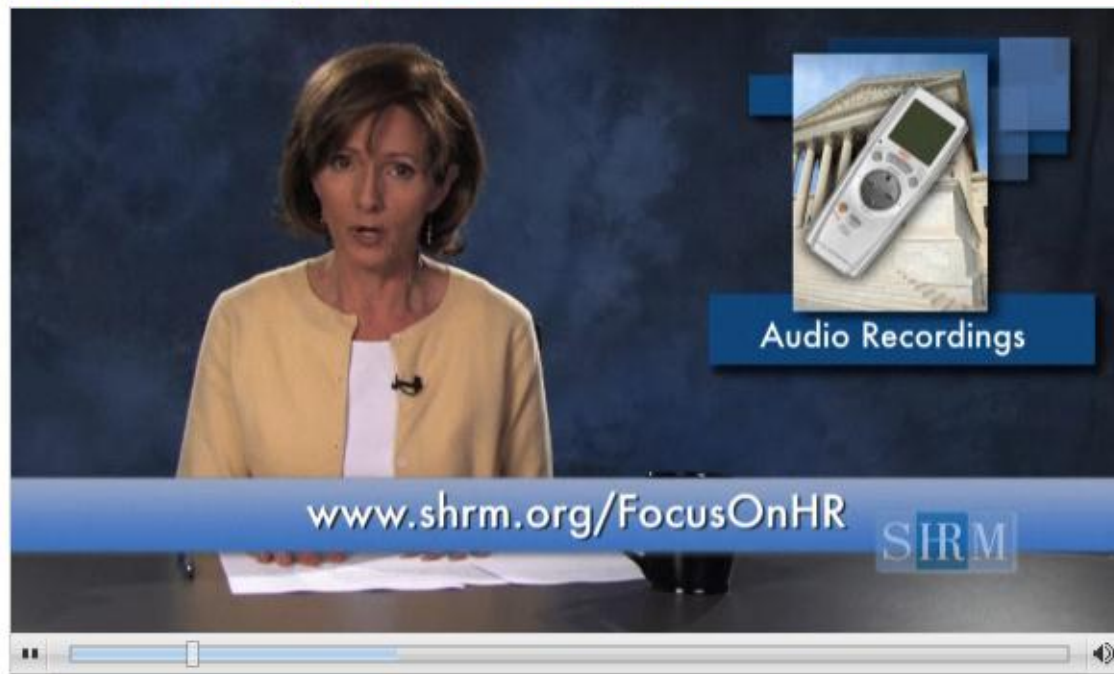
- Join the largest HR chat room in the world!
- Connect with thousands of SHRM members
- Start discussions; join groups
- **Your profile is already there – just fill it in!**

<http://community.shrm.org>

## New “Focus on HR” Videos

- New member benefit!
- Monthly 5- to 10-minute videos about what’s new in HR and with SHRM
- Topics and issues to keep you up to date!

**Focus on HR – Episode 6 – March 29, 2012**



# Get Involved in a Local Chapter; Volunteer

- Local chapters give you a network of professional peers you can turn to for support
- Help you establish relationships and contacts with local companies
- Allows you to gain valuable information on state and local labor market conditions and issues
- Is a unique opportunity to develop leadership skills through volunteering
- Volunteering qualifies for recertification credits
- **[www.shrm.org/Communities/SHRMChapters/Professional Chapters](http://www.shrm.org/Communities/SHRMChapters/ProfessionalChapters)**

**Over 590 SHRM-affiliated chapters around the nation**



# Advocacy as a Solution

- SHRM's e-newsletter
- Current info on HR public policy topics like health care, leave rules, and workplace safety.
- No government jargon — just quick and concise news to help HR professionals stay informed on the issues that affect their jobs daily.



**Sign up for the newsletter at**  
**[www.shrm.org/Advocacy](http://www.shrm.org/Advocacy)**

# Learn more about your State Laws

**[www.shrm.org/LegalIssues/StateandLocalResources](http://www.shrm.org/LegalIssues/StateandLocalResources)**  
**Click on your state for state law updates**

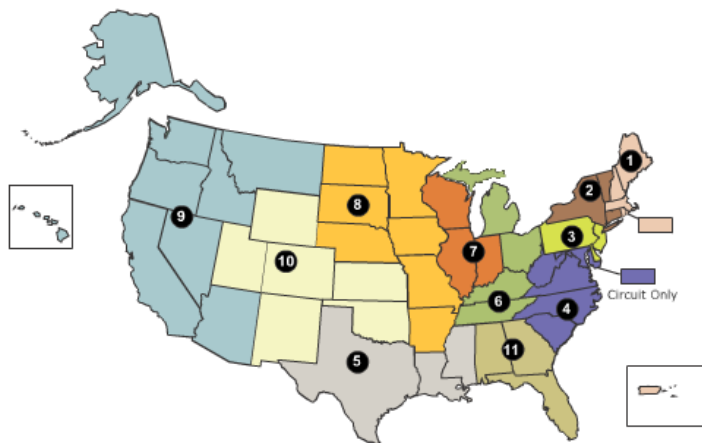
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## State and Local Resources

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### States by U.S. Circuit Courts of Appeal

Click on a state for a state law update. For a list of state-by-state charts on state laws, click [here](#).



[www.shrm.org/join](http://www.shrm.org/join) or [www.shrm.org/renew](http://www.shrm.org/renew)

## SHRM Membership

- \$165 for first-time SHRM members (\$.45 per day)
  - > **First-time** members use discount code **CHSED** when joining online
- \$180 for renewing members
- \$35 for students (6+ credit hours)
- Discounts are available for multi-year renewals

## SHRM Membership Nets Positive ROI

- Annual fee = cost of half-hour of consultant/attorney time
- Membership offers professional development without attending seminars
- Share the SHRM benefits with your employer to convince him/her of value to your organization

## We've run the numbers for you:

12 Issues of HR Magazine	\$70
Reading 3 of the more than 50 research reports	\$299.85
Participation in 12 webcasts from other organizations	\$1,500
Savings by not having to pay some consultant fees	Your estimate
Full access to SHRM sample forms, policies, how-to guides and presentations	\$300
<b>SHRM Membership Value = \$2169.85 or higher</b>	



**You Pay Only \$180 for  
1 year full professional membership**

- Information – Education – Networking - Advocacy
- Staying on top of the latest HR news
- Becoming certified in HR as your career progresses
- Developing competencies needed for a successful HR career

# SHRM IS THE SOLUTION

SHRM<sup>®</sup>

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

# Missouri State Council of SHRM





## **MO-SHRM State Council**

- **Executive Committee - 5**
- **Local Chapter Presidents - 10**
- **District Directors - 3**
- **Core Leadership Areas – 9**
- **State Conference Co-Chairs - 2**

**TOTAL - 29**

*All volunteer leaders except Executive Director*





## Missouri SHRM 4,100+ Members Strong



[www.MO-SHRM.org](http://www.MO-SHRM.org)



## **Labor & Employment Law Conference**

March 2012 – Lake of the Ozarks

## **Annual State Conference**

August 8-10, 2012 – Lodge of Four Seasons

## **Diversity Conference**

September 28, 2012 – Columbia

## **Strategic Business Conference**

October 26, 2012 – Camden on the Lake

[www.MO-SHRM.org](http://www.MO-SHRM.org)

## **Got Lemons? HR Makes Lemonade!**

### **Pre-Approved Hours for Recertification Credit:**

General - 13.75      \* \* \* \*      Strategic - 13.25

### **Registration Fee through August 8:**

SHRM Member  
\$425

Non-SHRM Member  
\$475

SHRM Student Members \$150

[www.mo-shrm.org](http://www.mo-shrm.org)



## Optional Educational Sessions

### **SHRM Essentials of HR Management**

**\$599**

### **Certification Prep Course**

**\$999**

Both sessions include leader-led instruction,  
SHRM-sponsored materials, breakfast, lunch and breaks

**[www.mo-shrm.org](http://www.mo-shrm.org)**

**Brenda Perkins, CEBS**

**Joshua Communications**

**[brenda@joshua-communications.com](mailto:brenda@joshua-communications.com)**

**913-428-7153**

**SHRM Southwest Central Region Membership  
Advisory Council (MAC) Representative**

**Missouri SHRM Immediate Past State Director**