

THE FLASH



SIGNIFICANCE OF CHRP CERTIFICATION FOR HR PROFESSIONALS

By Lauren Aseka

A Pathway to a Successful HR Career

In the ever-evolving landscape of human resources (HR), professionals seek avenues to enhance their expertise and credibility. The Certified Human Resource Professional (CHRP) stands out as a crucial certification to prosper a HR career to the next level.

The establishment of the Human Resource Management Professional Examinations Board (HRMPEB) underscores the commitment towards standardizing HR practices and nurturing a skilled workforce. Through its flagship program, CHRP, HRMPEB empowers professionals with the requisite competencies to navigate the dynamic HR landscape.

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Here's why CHRP certification holds paramount importance in the field:

1. **Recognized Certification offered by a Professional Exam Body established under an act of parliament:** CHRP is Offered by Human Resource Management Professionals Examinations Board (HRMPEB), a body corporate established under the HRMP act of parliament No 52 of 2012. The act gives HRMPEB Mandate to develop curricula, examine and certify HR Professionals.

2. **Gazettement as a Certified HR Professionals:** Upon achieving certification as a Human Resources Professional, individuals are formally gazetted in the Kenya Gazette. This official recognition signifies you as Certified HR Professionals.

3. **Recognition by The Institute of Human Resource Management (IHRM),** the CHRP certification is not just a testament to one's knowledge but among the key requirement to be registered by IHRM as a practicing HR professional.

4. **Industry Recognition and Credentialing:** The CHRP certification is more than just a badge; it's a symbol of proficiency acknowledged by industry stakeholders. In

a competitive job market, having CHRP attached to your name sets you apart, signaling to employers your commitment to excellence in HR practices.

5. **Career Progression/Advancement Opportunities:** For those aspiring to carve a successful career path in HR, CHRP serves as a vital stepping stone. Whether you're aiming for a promotion within your organization or seeking opportunities in new domains, CHRP certification equips you with the necessary skills and knowledge to excel in various HR roles.

6. **Government and Private Sector Relevance:** In both governmental and private sectors, HR professionals play a pivotal role in driving organizational success. CHRP certification is particularly essential for individuals holding administrative positions, enabling them to make informed decisions on matters related to employee management and organizational development.

7. **Empirical Evidence of Success:** With a growing number of professionals opting for CHRP certification, the statistics speak volumes. A significant portion of CHRP graduates finds employment across diverse sectors, contributing their expertise to the economic growth and sustainability of their respec-

tive organizations.

8. **Accreditation:** The recent accreditation by the Kenya National Qualifications Authority (KNQA) elevates the status of CHRP not only locally but also on a global scale. This recognition opens doors for CHRP holders to explore international career opportunities and showcases Kenya's HR expertise on the global stage.

9. **Contribution to Economic Development:** As Kenya strives towards its Vision 2030 and pursues the G4 agenda, the role of certified HR professionals becomes increasingly crucial. By aligning with national development goals, CHRP-certified individuals contribute to organizational efficiency, talent management, and overall economic progress.

In conclusion, CHRP certification transcends mere credentialing; it represents a commitment to excellence, professional growth, and contribution to societal advancement. As the HR profession continues to evolve, embracing CHRP becomes not just a choice but a strategic imperative for HR professionals looking to thrive in their careers and make a meaningful impact in the organizations they serve.



CBET DIPLOMA AND CRAFT CERTIFICATE IN HR



Nyandarua Polytecnic lectures Ben Nyangwara (seated left), Too Abigail (seated right) and HRMPEB Ag. CEO CHR P Margaret Nguu, Rebecca Mureithi (far right), Luke Masinde, second from right and Beatrice Odera (third from right in black) after an interactive session with students from the Polytecnic.

By Bradley Chepkwony

Human Resource Management and Professional Examination Board (HRMPEB) offers an innovative and industry-relevant program—the Competency-Based Education and Training (CBET) Diploma and Craft Certificate in Human Resource course.

This programs aims to equip individuals with the necessary skills and knowledge to thrive in today's dynamic job market. The CBET Diploma and Craft Certificate in HR course offered by HRMPEB is designed to bridge the gap between academic learning and practical application. It focuses on imparting hands-on skills and competencies essential for various industries, ensuring that graduates are not only academically proficient but also job-ready from day one.

One of the key features of this

program is its competency-based approach, which emphasizes mastery of specific skills and tasks rather than traditional academic credentials alone. Through a combination of theoretical learning and practical training, students gain a deep understanding of their chosen field and develop the expertise needed to excel in their careers. Moreover, the HRMPEB CBET Diploma and Craft Certificate course prioritize industry alignment, ensuring that the curriculum is tailored to meet the needs of employers across different sectors. This alignment with industry standards and practices enhances the employability of graduates and prepares them to tackle real-world challenges effectively.

The CBET Diploma and Craft Certificate course offers a comprehensive education that prepares individuals for success in their chosen industries. Furthermore,

HRMPEB collaborates with industry partners to provide students with practical training opportunities, internships, and mentorship programs. These hands-on experiences not only enhance learning but also provide valuable insights into the day-to-day operations of various industries, further strengthening students' readiness for the workforce.

In conclusion, the HRMPEB CBET Diploma and Craft Certificate course represent a paradigm shift in education, offering a holistic approach to skill development and preparing individuals to thrive in the competitive global marketplace. By prioritizing practical learning, industry alignment, and hands-on experience, this program equips graduates with the tools they need to succeed in their careers and make meaningful contributions to society.

Registration Ongoing!



EFFECTIVE COMPENSATION AND REWARD MANAGEMENT IN HUMAN RESOURCE MANAGEMENT.

By Edward Ndimu

Compensation management is mainly concerned with implementing and formulating policies and strategies that aspire to reward employees equitably, fairly and regularly in accordance with their performance and value to the company. Studies have shown that there's a significant relationship between the compensation and reward system and employee performance.

Reward management aims to create and efficiently operate a reward structure for an organization. It consists of pay policies and practices, salaries and payroll administration, total reward, minimum

pay, executive pay and team reward.

A fair/effective compensation framework ensures employee satisfaction as they perform well for a fair pay. Rewarded employees are more productive, more efficient and more willing to work towards organizational goals than those who are not rewarded for their efforts. Most quality employees know what they are worth and are not willing to settle for less, especially when competitors are willing to leverage their potential. Providing fair compensation and a comprehensive benefits package can show employees that they are appreciated, and in turn, boost employee morale and productivity.

Key factors which affect compensation are;

Education and Experience

As a general rule, higher levels of education coupled with more experience result in higher compensation. The longer one works and the more qualifications you have, the higher the likelihood of being compensated more.

Industry

Compensation varies across industries depending on the nature of the work, the required skillset, and supply and demand dynamics of employee availability. Highly specialized industries such as investment banking pay more than hospitality.

Performance

Employee performance is a critical factor that influences compensation. High-performing employees receive more compensation, bonuses, and promotions than their average-performing counterparts. Employers often use performance metrics to evaluate employee performance and determine compensation.

Organizational Culture and Values

Organizational culture and values also influence compensation. Some organizations may prioritize work-life balance or other benefits, such as healthcare or retirement plans, over salary. Similarly, companies with a strong commitment to diversity, equity, and inclusion may offer higher compensation to attract and retain a diverse workforce.

How does an organization ensure fairness in the distribution of rewards and compensation?

By helping employees to understand the benchmark.

Employees need a comparison point against which they can measure themselves to help them understand why they receive the rewards that they do. This benchmark point may be directly related to employee skills, performance, and capabilities.

Defining behavior and the perceived reward value.

For the employer and employees to reap the benefits of a fair reward program, establish behaviors that are core to the organization's mandate. This can then be used as an outline to determine desirable

attitudes to be rewarded.

Establishing a process and communicating it clearly.

Once you have decided on a specific reward and recognition strategy to be followed, make sure everyone in the team is on board and implementing the program in the same way. This can be achieved by providing training for the team leaders on the process and ensuring clear communication to employees on how the strategy works. By making sure that everyone on the team is using the strategy in the correct and standardized way, you can eliminate unfairness.

Conclusion.

Transparency is key to achieving fairness as it avoids accusations of favoritism. Consistency in rewarding practices strengthens trust, while transparency about how rewards are determined clarifies expectations and reduces perceptions of bias. With the rapid introduction of technology in HR, automation of prearranged rewards for predetermined achievements, is one way to foster trust in compensation and reward systems of organizations.





COMMUNICATION TO STUDENTS, TRAINING INSTITUTIONS AND STAKEHOLDERS.

Happy New Year 2024

We wish to bring to your attention the following:

1. JUNE 2024 CHRP EXAMINATIONS BOOKING

The June 2024 CHRP Examination, both Online and Physical, is scheduled to take place from **12th to 19th June 2024** (Examination timetable can be accessed at www.hrmpeb.or.ke). Students intending to sit for June examination are required to self-book for examinations through the HRMPEB student portal. Examination booking times lines are follows;

Normal Booking: **14th February to 12th May 2024**

Late Booking: **13th May to 22nd May 2024**. Late exam booking shall attract an additional charge of 25% of the prescribed examinations fees.

2. STUDENT PORTAL

For better client experience, HRMPEB has automated student services. All student services are accessible online through a dedicated student portal. Students are required to create a student portal account to access services including examination booking, examination results, account balances, examination booking, payments and other related services. To create a student portal account, visit our website www.hrmpeb.or.ke, select the Student Portal option, and proceed to register for the account.

3. STUDY OPTIONS

Candidates have an option of registering for CHRP Examinations as Institutional based candidates, Private Candidates or Blend. Blend is a combination of institutional and private options.

4. PRIVATE CANDIDATES INDUSTRY BASED RESEARCH PROJECT (CHRP 22/RCHRP19) SUPERVISION

Students planning to be examined on the industry based research project as private candidates during the June 2024 CHRP examinations are required to book for examination or submit their details (name and student registration number) in writing to examinations@hrmpeb.or.ke with the subject Private Candidate Industry Based Research Project Supervision before or by 27th February, 2024, 5:00pm to enable allocation of supervisors by the Examination Board.

5. CURRICULUM SUPPORT RESOURCE CENTRE (CSRC)

In its quest to enhance CHRP candidates examinations preparedness, the Board has implemented a curriculum Support Resource Centre (CSRC). Through the CSRC, all CHRP students will have access to Curriculum support materials which will include but not limited to; the Curriculum, Learning Guides, Revision Kits, Formative assessment and access to E-library. The onboarding of all registered and continuing CHRP students to the LMS is scheduled for completion before or by 29th February, 2023.

6. FORMATIVE ASSESSMENT

Going forward, all CHRP students will undertake a mandatory formative assessment in addition to the summative assessment (final exam). The formative assessment will be administered by the Board through the curriculum support resource center. More guidelines to be communicated in due course.

7. DIRECT FEE PAYMENT

As a requirement and in compliance with government directive that all payments made to government entities be done through the E-citizen platform, all HRMPEB prescribed fee including but not limited to registration fee, exemptions fee, examination booking fee, certification fee, renewal fee, examination deferment fee among other is to be paid directly to HRMPEB through the student portal. Students are to initiate the respective service fee payment in the student portal, generate an invoice before making payment. Fee structure available at www.hrmpeb.or.ke. In case of difficulty, kindly contact us for assistance.

8. FEES BALANCES

Students are expected to clear any pending fee arrears before or during examination booking. No student with fee balance will be cleared to sit for examinations.

9. PHASE OUT OF CHRP OLD CURRICULUM

Following the implementation of the Revised CHRP Curriculum, The Old Curriculum will be phased out in November 2025. Continuing or dormant students enrolled under the old curriculum are hereby advised to complete their studies by November 2025 Examination Series. Students who would have not completed by then, will be transited to the Revised Curriculum. More guidelines on the transition will be provided in due course.

10. TVET CBET CERTIFICATE AND DIPLOMA IN HUMAN MANAGEMENT

The Board has implemented an exciting CBET Certificate and Diploma in Human Resource Management. These programs target secondary school leavers and individuals who intend to acquire entry level human resource skills and competencies to serve as HR Assistants. Additionally, the CBET programs offer progression pathway for individuals aspiring to take the professional course (CHRP) but do not meet the minimum entry requirements. The entry requirement for CBET Certificate and Diploma in HR is KCSE aggregate Grade D plain and C minus (C-) respectively. All individuals intending to take these Courses are advised to enrol in one of HRMPEB CBET accredited training institutions. The CBET examination is conducted in April, August and November. The list of accredited CBET training institutions is available at www.hrmpeb.or.ke

11. ACCREDITATION OF TRAINING INSTITUTIONS TO OFFER HRMPEB PROGRAMS

HRMPEB is inviting applications for accreditation to offer Certified Human Resource Professionals (CHRP), Competency based Education and Training (CBET) Craft certificate and Diploma in Human Resource Management. Technical training institutions, Polytechnics, Private colleges and Universities are encouraged to apply for accreditation.

For more information, please visit our website www.hrmpeb.or.ke or call us on **0799016630; 0710560560** or write to us at info@hrmpeb.or.ke

SECRETARY/CHIEF EXECUTIVE OFFICER

WOMEN'S EXCELLENCE SHOWCASED IN HUMAN RESOURCE MANAGEMENT

By Laureen Aseka




The theme for the International Women's Day 2024 campaign, "Inspire Inclusion," serves as a reflection of the ongoing discourse surrounding gender equality and diversity on a global scale. Its resonance lies in its aspiration to foster a world where every individual, irrespective of gender, ethnicity, or background, experiences a profound sense of value and inclusion. By igniting the flame of understanding and appreciation for women's roles in society, we illuminate a path towards a more just and harmonious future. This theme not only underscores the importance of embracing diversity but also acknowledges the transformative power that women possess in driving societal progress.

Furthermore, the empowerment of women to actively engage and contribute to various facets of life generates far-reaching ripple effects that transcend geographical and cultural boundaries. When women are afforded equal opportunities and encouraged to pursue their aspirations, communities thrive, economies prosper, and the fabric of society is strengthened. Their empowerment instills a sense of belonging, relevance, and empowerment, not only within themselves but also within the broader social fabric, paving the way for a more inclusive and equitable world for all.

Amidst the celebration of the advancements made in women's rights and inclusion, it is paramount to acknowledge the indispensable role that women have played in shaping the landscape of corporate governance. Among the domains where women have not only excelled but often led the way is Human Resource Management (HRM). Over the past five decades, women have emerged as prominent figures in HRM, carving out a distinct presence and imprinting their influence on organizational structures worldwide. This journey traces back to the late 19th century with the establishment of the Welfare Workers Association (WWA), where female workers predominantly undertook the responsibility of caring for their colleagues. The exigencies of World War I and World War II further propelled women into various professional roles, revealing their inherent aptitude for managing people and resources. As women's participation in the global workforce continued to escalate from the 1950s onwards, their ascendancy in HR departments became increasingly pronounced, setting a precedent for gender equality and inclusivity in corporate spheres.

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