



SHRM Advantage

Solutions that matter for you and your company

Government/Public Sector



SHRM has solutions to help HR professionals within the public sector effectively manage their core processes.

Let SHRM take you to the next level



Every day, small businesses like yours meet their objectives while simultaneously mitigating risks and planning for a promising future with SHRM's comprehensive resources.

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Analyses of the current legal environment

SHRM's solutions include:

- Latest law headlines, available online and in e-newsletters
- Comprehensive collection of case law articles
- Employment Law & Legislative Conference

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Methods for safeguarding your organization

SHRM's solutions include:

- In-depth research articles
- Easy-to-complete policies and procedures templates
- Webcasts
- Unlimited access to the HR Knowledge Center, which provides answers to your pressing HR questions

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Compensation and benefits data to help you stay competitive

SHRM's solutions include:

- Salary Surveys
- Compensation Data Center
- Seminars on Base and Incentive Compensation
- Customized Benchmarking Services

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Approaches to successful recruiting

SHRM's solutions include:

- Recruiting Toolkit
- *Monthly Leading Indicators of National Employment (LINE) and Labor Market Outlook reports*
- SHRM Staffing Management Conference & Exposition
- Reduce the risk of costly litigation and non-compliance fines and penalties
- SHRM Diversity Conference & Exposition

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Strategies for reducing absenteeism

SHRM's solutions include:

- Family and Medical Leave Act (FMLA) guidelines
- Sample leave policies
- Performance Management tools
- Employee Relations resources

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Recommendations for conducting background checks

SHRM's solutions include:

- Steps to conducting a screening
- Sample background check policy
- Guidelines for electronic signatures

What SHRM can do for your organization

- Empower each member of your HR team with the knowledge that adds value to every business function
- Drive business performance through creative strategies
- Bridge the gap between talent and the bottom line
- Reduce the risk of costly fines and penalties for non-compliance
- Deliver the tools needed to accurately plan, track, and report goals and results
- Strengthen your organization's ability to attract and retain intellectual capital
- Help your organization expand and succeed in the global marketplace
- Project workforce needs for tomorrow and beyond

What you and your staff can accomplish with SHRM's tools and resources.

- Enhance your knowledge with educational opportunities uniquely designed for HR executives
- Align HR strategies and policies with business objectives
- Strengthen your ability as an HR leader and business partner to your organization
- Modify or initiate new HR policies to comply with current legislation
- Gain insights for improved recruiting and training processes
- Build commitment through communication and recognition

What SHRM membership can do for you and your HR department.

- Provide access to timely relevant information that meets your organization's needs and goals, ranging from staffing and compensation to employee relations
- Leverage human capital to gain a competitive advantage
- Improve workforce planning and development
- Build commitment through communication and recognition
- Drive business performance with creative strategies

Transforming Global HR



SHRM is the world's largest association devoted to human resource management. Its mission is:

- To serve HR professionals by providing the most comprehensive and credible information, resources, and education.
- To advance the HR profession by promoting HR's contribution to strategic business decisions and influence on U.S. federal, state and local policy issues.

Transforming Global HR



Founded in 1948, SHRM
boasts more than:

- 250,000 members at all levels and functions in 140+ countries
- 975 affiliated professional and student chapters

SHRM's reach is without borders, now extending its significant global HR presence from the U.S. to offices in Beijing, China and Mumbai, India.

Managing Through Complex Times



As the most trusted name in the HR profession, SHRM:

- Is recognized among business leaders, executives, academicians and thought leaders as a necessary and strategic partner.
- Promotes the value of evidence-based HR practice.
- Offers comprehensive business resources and continuing education that address the needs of HR professionals at all stages of their careers.
- Provides strategic and tactical resources that promote organizational and employee development.

Advocating Public Policy Changes

Expanding HR's network, strengthening HR's presence.



Through joint advocacy initiatives with our members, HR has a powerful voice in public policy at state and federal levels.

- Legislative alerts keep HR professionals up-to-date on changes in employment law—an essential offering at a time when an unprecedented number of workplace issues are under consideration by Congress.
- New resources and tools are developed every day to ensure members have the latest information to achieve organizational and personal compliance.
- Provides strategic and tactical resources that promote organizational and employee development.

Advocating Public Policy Changes



SHRM offers informed views from public policy decision makers about:

- Regulatory and enforcement changes likely to impact companies
- Important changes to employment law
- HR policy issues pending in Washington
- State-specific issues facing the HR profession

Doing More with Less

Providing benefits no other HR-focused association can match at a value greater than the cost of membership



Membership offers:

- An array of resources and tools, among these
 - “Ask an HR Advisor” service that offers live assistance from SHRM’s HR Knowledge Center,
 - Express Requests that provide instant access to critical information on current issues impacting HR,
 - Frequently used forms on various HR topics, sample policies and downloadable training tools.

Doing More with Less



- World-class conferences, exceptional in-person and inexpensive online educational opportunities, discounted to members
- Certification preparation for the Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR) exams offered by the HR Certification Institute, an affiliate of SHRM, discounted to members
- Networking opportunities
- Original research focusing on all HR disciplines
- Monthly employment indicators and labor market outlooks
- A comprehensive website and award-winning publications

Doing More with Less



- Toolkits, compensation reports, customized benchmarking service
- An opportunity to connect and learn locally at one of more than 575 SHRM-affiliated professional chapters
- Books, products and SHRM logo accessories from the online SHRMStore

Becoming a Leader

A resource you can rely on in a changing world.

The career-enhancing benefits of SHRM membership:

- The ability to stay at the forefront of the profession by gaining access to the most current and comprehensive resources available
- Access to the minds and best practices of more than ¼ million HR professionals
- Affiliating with an organization that advances the profession by promoting HR's essential, strategic role
- Opportunities to get involved by becoming a mentor (or mentee), participating in one of many advisory panels, writing articles or becoming a peer reviewer, or advocating for the profession at the state and federal level

