

International Management Research  
and Technology Consortium – LLC - USA

# CHRAIS CERTIFIED HUMAN RESOURCE AI SPECIALIST



[www.imrtc.org](http://www.imrtc.org)



[consortium@imrtc.org](mailto:consortium@imrtc.org)

Bridging The Gap Between  
Academia and The Industry  
Worldwide!

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**IMRTC**

Principal Office: P. O. Box 409, 9300 Conroy Windermere, Windermere, FL-34786, USA,

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# CERTIFIED HUMAN RESOURCE

## AI SPECIALIST



### THE AUDIENCE

Anyone, who would like to be involved in HR and wants to prove their skills in the market. Senior Managers, Managers, Executives, Secretaries, & Administrators in any sector that belongs to the professional market can join this program with AI Powered technology and develop or enhance their careers in the highly required professional field of AI HR.

### THE CREDENTIALS

There is a global demand for highly professional competent Human Resource officers, managers, or senior managers. But it is time to know that how to enable Artificial Intelligence in the field of HR and get the maximum benefits from it. IMRTC offers global recognized certification for individual executives and professionals who can enhance their careers in human resources with AI to devise a concrete and comprehensive curriculum that accredits the candidate globally.

IMRTC—International Management Research & Technology Consortium offers a globally recognized certification that helps professionals in their careers, increases their competency, knowledge, and skills, and recognizes the need for global requirements.

### PRE-REQUISITE:

Two year Bachelor's degree (high school diploma, associate's degree or the global equivalent).

Two Years Professional experience required to earn this certification.

Grade 12 or Intermediate from any recognized board or university can join this program by having 4 years of market experience.

32 PTH – Professional Training Hours certificate is required to give the exams from any IMRTC Accredited Trainer or Partner.

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A black and white photograph of a city skyline, featuring several tall skyscrapers. Overlaid on the center of the image is a dark rectangular button with the text 'JOIN NOW' in white, bold, uppercase letters.

## BENEFITS OF PROGRAM



The content of the program is equipped about advanced HR system and its latest techniques.

- HR & AI Fundamentals with Strategic HR is the major driver of the program.
- This certification will help you in your career.
- The job market is welcomed the international certified candidates, who know the understanding of emerging technologies and how to enable AI functionalities in their system and careers.
- The program insist you to keep learning about latest and newest methodologies, technologies and latest updates about it.

A grayscale image of the San Francisco skyline, featuring prominent buildings like the Transamerica Pyramid and the Salesforce Tower. A dark rectangular button with the text 'JOIN NOW' is centered over the image.

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# PROGRAM STRUCTURE

Total Domains	08
Lectures	Lectures can be delivered through partners and trainers
Accredited Trainers	Can Deliver the lectures
One Credit Hour	10 Learning Hours
Total Credits Required	3 Credit Hours
Registration Process	Register through our partners / Trainer
Assessment	Online / Paper based
Passing Criteria	70 percent



## PROGRESSION OF THE PROGRAM

Total Credentials	=	3 Credit Hours
One Credit Hour	=	10 Learning hours
Final Assessment	=	Online or physical assessment shall be taken by IMRTC Examination Department

## AWARDING OF CHRAIS CERTIFICATION

After getting 70 percent marks from the examination, the candidate will be awarded the CHRAIS Certification from IMRTC USA.



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## COURSE CONTENTS

Certified Human Resource AI Specialist program covers theory, process and practices of HR management by using technological skills: Basics, Strategies, Policies, Analysis, Recruitment & Selection, and Performance Management & Appraisals of HR with AI.

**DOMAIN 1:** FUNDAMENTALS OF HRM and AI

**DOMAIN 2:** JOB ANALYSIS & PORTFOLIOS WITH AI

**DOMAIN 3:** RECRUITMENT & SELECTION PROCESS STRATEGY THROUGH AI

**DOMAIN 4:** SOCIAL ORIENTATION AND DEVELOPMENT THROUGH AI TOOLS

**DOMAIN 5:** PERFORMANCE MANAGEMENT & APPRAISALS SYSTEM FROM AI

**DOMAIN 6:** MOTIVATION & REWARDS SYSTEM WITH AI

**DOMAIN 7:** TRAINING AND CAREER DEVELOPMENT WITH AI

**DOMAIN 8:** COMPENSATION MANAGEMENT

HRM POLICIES & PROCEDURES DEVELOPMENT THROUGH AI

STRATEGIC HUMAN RESOURCE MANAGEMENT WITH AI



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## DOMAINS AND TASKS

In this document, you will find an updated structure for the IMRTC Standard Examination Content. Based on Experience Consultants and stakeholders, we have devised and simplified the format so that the IMRTC Examination System can be easier to understand and interpret.

**The domain and task are well-defined on the following pages:**

**Domain:** Defined as the high-level knowledge area that is essential to the practice of CHRAIS

**Tasks:** The underlying responsibilities of the Quality Consultants within each domain area.

AI-CLSSBB Course examination will include all tasks for a domain and will adhere to the percentage of coverage at the domain level as outlined in the further pages.



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# KNOWLEDGE AREAS

Domain 1: FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT AND AI	
<b>Task 1</b>	<p>Understanding of Management</p> <p>Understanding of Management Essentials</p> <p>Knowing about the Role of HRM in the Organization</p> <p>Fundamentals of Artificial Intelligence (AI)</p>
<b>Task 2</b>	<p>Globalization</p> <p>Understanding Cultural Environments</p> <p>Impacts of Technology on HRM on the Organization</p> <p>Impacts of Technology change on the organization</p> <p>Workforce Diversity</p> <p>Why AI is now necessary to use in HR Domain</p>
<b>Task 3</b>	<p>Labor Supply</p> <p>Employees Involvement</p> <p>Continuous Improvement Programs</p> <p>Translating HRM Functions into Practice</p> <p>Does HRM really matter</p> <p>HRM in an Entrepreneurial Enterprise</p> <p>HRM in a Global Village</p> <p>HR and Corporate Ethics</p> <p>Tools to understand:</p> <p>ChatGPT / Copilot for HR query handling</p> <p>Tableau + AI Insights for HR data analytics</p>

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## KNOWLEDGE AREAS

### Domain 2: HUMAN RESOURCE MANAGEMENT AND JOB ANALYSIS

<b>Task 1</b>	<p>Introduction</p> <p>Understanding and Development of Organizational framework</p> <p>Linking Organizational Strategy with HR Management</p> <p>Developing HR Policies Through AI</p>
<b>Task 2</b>	<p>Job Analysis</p> <p>Development of Job Description Through AI tools</p> <p>Advantages of Job Description</p> <p>Job Evaluation According to the requirement of Company</p> <p>Job Performance</p>
<b>Task 3</b>	<p>Use Natural Language Processing (NLP) to automate job descriptions and AI models to predict role-fit.</p> <p>Understanding AI Tools that can be used for job analysis</p> <p>Augments inclusive and optimized job descriptions by AI</p> <p>How to enable AI Automation in your HR Job Analysis System</p> <p>Resume Analysis through AI</p> <p>Segregation of Human Resource through AI</p>



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## KNOWLEDGE AREAS

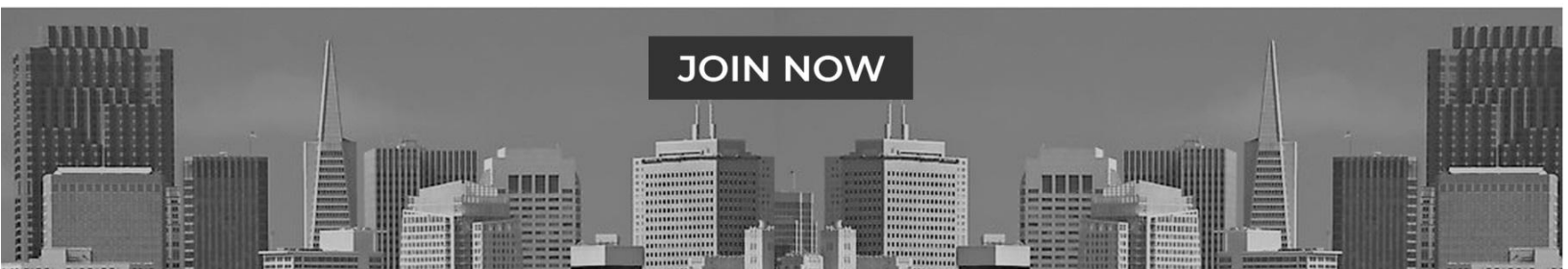
### Domain 3: RECRUITMENT & SELECTION PROCESS STRATEGY THROUGH AI

<b>Task 1</b>	<p>Introduction of Recruitment and Selection</p> <p>Recruitment Goals</p> <p>Recruiting: A Global Perspective</p> <p>Recruiting Sources</p>
<b>Task 2</b>	<p>Selection</p> <p>Benefits of Proper Selection</p> <p>The Selection Process</p> <p>Types of Interview</p>
<b>Task 4</b>	<p>Find the recruitment source through AI Tools</p> <p>AI-based resume screening</p> <p>Bias-free candidate shortlisting</p> <p>AI interview assessment</p> <p>Video interview analysis by using AI Tools</p> <p>Gesture Capturing and Analysis through AI</p> <p>Neuroscience + AI for selection</p>

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# KNOWLEDGE AREAS

Domain 4: SOCIAL ORIENTATION AND DEVELOPMENT THROUGH AI	
<b>Task 1</b>	<p>Introduction to socialization</p> <p>The Insider-Outsider Passage</p> <p>The Socialization Process</p> <p>The Purpose of New-Employee Orientation</p>
<b>Task 2</b>	<p>Employee Training</p> <p>Employee Development</p> <p>Organizational Development</p> <p>Evaluating Training and Development Effectiveness</p> <p>International Training and Development Issues</p>
<b>Task 3</b>	<p>Adaptive learning paths in training</p> <p>Smart onboarding software</p> <p>AI-Based learning journeys</p> <p>AI in LMS for employee development</p>



## KNOWLEDGE AREAS

Domain 5: PERFORMANCE MANAGEMENT SYSTEM THROUGH AI	
<b>Task 1</b>	<p>Introduction to PMS</p> <p>Performance Management System</p> <p>The Appraisal Process</p> <p>The Appraisal Method</p> <p>Factors that can Distort Appraisals</p> <p>Creating More Effective Performance Management Systems</p> <p>International Performance Appraisal</p>
<b>Task 2</b>	<p>Real Time PMS through AI and suggest the employee improvement plan</p> <p>Develop predictive performance metrics of each employee from different set KPIs</p> <p>Real-time feedback</p> <p>Unbiased detection in appraisals.</p>
<b>Task 3</b>	<p>How to develop required PMS through AI and compare with recent one</p> <p>Analytical reports of PMS through AI</p> <p>Prompt reports during the work hours, is any deviation can be found</p>



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# KNOWLEDGE AREAS

Domain 6: MOTIVATION	
<b>Task 1</b>	<p>Introduction to Motivation</p> <p>Two types of Rewards</p> <p>Model of Motivation</p> <p>Foundations of Motivation</p> <p>Motivation of Content theories</p>
<b>Task 2</b>	<p>Hierarchy of Needs Theory</p> <p>Maslow's Hierarchy of Needs</p> <p>ERG Theory</p> <p>Two Factor Motivation Theory</p> <p>Acquired Needs Theory</p> <p>Reinforcement Perspective on Motivation</p>
<b>Task 3</b>	<p>Job Design for Motivation</p> <p>Motivational Ideas for Turbulent Times</p> <p>Empowering People to Meet Higher Needs</p> <p>Continuum of Empowerment</p> <p>Giving Meaning to Work</p>
<b>Task 4</b>	<p>Predictive analysis for burnout</p> <p>Customized rewards</p> <p>Pulse surveys with AI sentiment analysis</p> <p>AI-driven engagement surveys</p> <p>Motivation drivers via AI analytics</p>

Employee engagement with AI

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## KNOWLEDGE AREAS

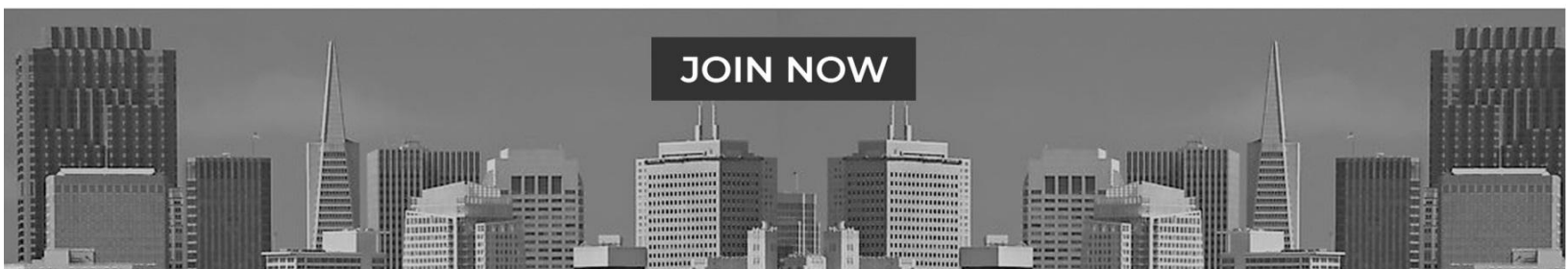
Domain 7: TRAINING AND CAREER DEVELOPMENT WITH AI	
<b>Task 1</b>	<p>The Concept of Career</p> <p>What is Career</p> <p>Job Progressions</p> <p>Alternative Career Moves</p>
<b>Task 2</b>	<p>Promotion</p> <p>Transfer</p> <p>Relocation Service</p> <p>Outplacement Service</p>
<b>Task 3</b>	<p>HR Role in Career Development</p> <p>Mentoring Functions</p> <p>Dual Career Partnerships</p> <p>Traditional Career Stages</p> <p>Career Choices and Preferences</p> <p>CISS Orientation and Basic Scales</p> <p>Combinations of Career Interests and Skills</p>
<b>Task 4</b>	<p>Career path prediction</p> <p>Skill gap analysis</p> <p>intelligent mentoring platforms</p> <p>Personalized skill growth</p> <p>AI for up skilling recommendations</p> <p>Internal talent marketplace</p>



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# KNOWLEDGE AREAS

Domain 8: MANAGING COMPENSATION WITH AI	
<b>Task 1</b>	<p>Total Compensation</p> <p>The Reward Management Process</p> <p>9 Elements of a Compensation Plan</p> <p>Pay Systems and the Legal Environment</p>
<b>Task 2</b>	<p>Predict Attrition Based On Pay Dissatisfaction</p> <p>AI to detect compensation gaps</p> <p>Sentiment Analysis</p> <p>AI Pay Analytics</p>



## ASSESSMENT OF PROGRAM (ONLINE/PHYSICAL)

- The exam paper will be online/physical as per the choice of the candidate, but it is preferable to give the exam online.
- The exam paper will cover the above topics domain-wise.
- The Passing marks will be 70%.
- Internal Marks can be adjusted in the final marks through accredited trainers by obtaining prior permission from our Examination Department of IMRTC.
- Those candidates who are able to give online tests due to online facility. So they are allowed paper-based examinations. Otherwise, the partner must arrange the center for the online exam as per the guidelines of the Examination Department
- Assessment will be done according to the domains and tasks mentioned above through our online methodology

### EVALUATION AND GRADING

- The student will be examined through exams conducted by IMRTC LLC USA. Total marks for passing the CERTIFICATION/DIPLOMA will be 70 out of 100.

A grayscale image of a city skyline, featuring several tall skyscrapers, including the Transamerica Pyramid, serves as the background for the bottom section of the page.

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## CHRAIS ELIGIBILITY REQUIREMENTS

To be eligible for the Certified Human Resource AI Specialist for any level, the candidates must have a 12th-grade pass or equivalent by having Two-year market experience. The candidate should have to submit the credentials

Educational Background	Certification / Diploma
12 Grade Passed or Equivalent	Must be earned from any partner institute about 3 Credit hours course training



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## REGISTRATION AND PAYMENT PROCESS

We encourage that registration of the program is to be completed through our registered partners/trainers, and if the partners are not available in your region city or country, then you can directly apply through [professional membership](#) and submit the fee in our bank account directly.

The Bank Details are given below:

- IMRTC, LLC
- LiLi Bank
- Sunrise Banks, N.A
- Member FDIC

### Account Details

- Account Number: 692101479081
- Routing Number for ACH: 091017138
- Routing number for Wire Transfer: 121145307
- Swift number for International Wire Transfer: CLNOUS66

Once you have paid the amount in the above mentioned bank, so please share the detail with your professional Member ID and attached the slip at email [registration@imrtc.org](mailto:registration@imrtc.org). Once the transaction has been verified, so you will get the receipt and your case will be forwarded to examination department for further actions. On the other hand, if you have further issue, so you may please contact to cell number or email at [consortium@imrtc.org](mailto:consortium@imrtc.org).



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# **IMRTC EXAMINATION SYSTEM**

## **CERTIFIED HUMAN RESOURCE AI SPECIALIST**

### **PARTNER/ INSTITUTE / TRAINER EXAMINATION SYSTEM**

The concerned partner/institute/trainer will take exams through paper based or online and submit to the International Management Research and Technology Consortium - USA Examination Department.

### **IMRTC ONLINE EXAMINATION SYSTEM**

IMRTC will provide access to all trainers/partners to schedule the exams of the particular courses of any individual candidates. Therefore, according to the availability, the partner institutes will schedule the exam of individual candidates' subjects or courses/certifications.

### **IMRTC PAPER BASED EXAMINATION SYSTEM**

IMRTC offer the paper based physical attempt exam to registered institutes / partners / trainers. In this case, the registered partners/institutes/ trainers may schedule the exam on their provided portal and schedule the exam, The IMRTC examination department will send the paper to your registered invigilators as per schedule.



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## FEES STRUCTURE

### CERTIFIED HUMAN RESOURCE AI SPECIALIST

S. No	Description	Fees
1.	Membership Fee	USD 30
2.	Examination Fee For Members	USD 350
3.	Examination Fee For Non Members	USD 525



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# PROCESS OF CERTIFICATION



To get the certification, 30-Professional training hours as PTH is mandatory from any concerned professional trainer or Partner, and participants should have to submit their training PTH with the Examination Application Form with the attachments of required qualifications and other experience certificates/letters. The Paper is based on 100 Questions with MCQs and 70% passing marks is required to pass the exam. Further, if the Project is also included in your exam, marks will be distributed according to course & certification.

## TERMS & CONDITIONS RELATED TO EXAMINATION AND CERTIFICATION

- The 30 training hours as PTH are valid for up to one year.
- If the candidate fails the examination then S/he has one more chance to attempt the paper within a year for the same examination fees. If the candidate cannot pass in 2<sup>nd</sup> attempt, then S/he has to pay the examination fee and re-appear in the examination through concerned partners.
- If the candidate has not passed the examination within one year and after sometime S/he would like to appear in the examination then the candidate must resubmit 30 training hours as PTH is again required to appear in the examination.
- The examination system is online and the candidate can book the exam anytime according to his or her availability through the concerned partner.
- Those countries, that do not have the facility of online examination facility then they can take the paper-based examination, which can be sent to authorized partners/trainers/examiners.
- The assessment time will be a month and the results will be sent to concerned partners.
- The candidate will get the certificate within one month and the administration will send it to the concerned partners.
- To maintain the worth and eligibility in the market the candidate must renew their membership on a yearly basis and submit their 60 PTH as continue professional education

A grayscale image of a city skyline, featuring several tall skyscrapers. The image is used as a background for the 'JOIN NOW' button.

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## EXAM CONTENT PERCENTAGE

The table below prescribes the proportions of examination questions from each section or Knowledge Areas defined above. The exam will be based on multiple choice questions, fill in the blanks and letter writing.

CONTENT	DOMAIN WISE PERCENTAGE
DOMAIN I	10%
DOMAIN II	15%
DOMAIN III	15%
DOMAIN IV	15%
DOMAIN V	15%
DOMAIN VI	10%
DOMAIN VII	10%
DOMAIN VIII	10%



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## CONTACT DETAILS

ADDRESS Principal Office: P. O. Box 409, 9300 Conroy Windermere, Windermere, FL-34786, USA,

Mailing Address:

P. O. Box 409, 9300 Conroy Windermere, Windermere, FL-34786, USA,

TELEPHONE (+1) (689) 276-4636

Web <https://www.imrtc.org>

EMAIL [consortium@imrtc.org](mailto:consortium@imrtc.org)

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