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| **Exam Blueprint – Certified Security Supervisor Management (CSSM)** |
| **Below is the exam blueprint based off the job task analysis, SME, and ISP psychometric process to verify reliability, validity, and fairness. The tables below identify the proportion of questions from each domain and passing score that will appear on the assessment. The assessment will include the application of concepts, knowledge and comprehension, definitions, synthesis, evaluation, development of conclusions, ideas and recommendations for action based on hypothetical situations.** |
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| **Domain** | **Percentage of Items**  **on Test** | **% of exam questions** | **Number of Questions**  **(100)** |
| Foundations | 10 | 10 | 10 |
| Basic Supervision | 15 | 15 | 15 |
| Human Resource Management | 10 | 10 | 10 |
| Security Related Business | 15 | 15 | 15 |
| Technology in Security | 15 | 15 | 15 |
| Emergency Management | 10 | 10 | 10 |
| Investigations | 10 | 10 | 10 |
| Current Issues in Security | 15 | 15 | 15 |
|  | | Passing %: 80 | Passing Score: 80 |
| Seven (7) Written Exercises (Students must pass all seven) | | Pass/Fail | Pass/Fail |

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| **Written Exercises** | |
| **Domain Task** |  |
| 1. | Seven (7) written practical exercises |
| **Foundations** | |
| 1. What is Asset Protection? | |
| 2. Mission | |
| 3. Nature of the Asset Protection Professional | |
| **Basic Supervision** | |
| 1. | Supervisory Characteristics and Expectations |
| 2. | Company Policy and Procedures: The Security Supervisor’s Primer |
| 3. | Operational Supervision |
| 4. | The Supervisor’s Role in Safety |
| 5. | The Supervisor’s Role in Improving Customer Service and Tenant Relations |
| 6. | Supervising During Special Events |
| 7. | Training and Development: A Primer for Protection Professionals |
| **Human Resource Management** | |
| 1. | Recruitment and Retention of Security Personnel: Understanding and Meeting the Challenge |
| 2. | Career Development and Professional Growth for Security Professionals |
| 3. | Orientation for Security Officers |
| 4. | Time and Stress Management |
| 5. | Employee Motivation Theory and Application |
| 6. | Supervising Across Generations |
| 7. | The Supervisor’s Role in Employee Relations |
| **Security Related Business** | |
| 1. | Evaluation of Uniformed Protection Officers |
| 2. | Statistical Analysis for Security and Supervision |
| 3. | Security Officer Scheduling |
| 4. | Improving Organizational Performance by Employing Total Quality Management |
| 5. | Project Management for the Security Professional: A Position in Transition |
|  | **Technology in Security** |
| 1. | Security Technology: A Management Perspective |
| 2. | Fire Protection Systems and Special Hazards |
| 3. | Identity Documentation and Verification |
|  | **Emergency Management** |
| 1. | Integrated Physical Security Systems |
| 2. | Managing Critical Incidents and Large-Scale Special Events |
|  | **Investigations** |
| 1. | Managing Investigations |
| 2. | Interviewing |
| 3. | Introduction to Vehicle Searches |
| 4. | Crime Scene Response and Evidence Collection |
| 5. | The Importance of Report Writing to the Security Operation |
| 6. | Apprehension and Detention Procedures |
|  | **Current Issues in Security** |
| 1. | Espionage: A Primer |
| 2. | Cyber Security |
| 3. | Workplace Violence: Prevention, Mitigation, Response, and Recovery |
| 4. | An Overview of Security Risk Management Concepts |
| 5. | Standards, Guidelines, and Regulation for the Security Industry |
| 6. | The Relationship Between Corporate Security and Information Technology Professionals |
| 7. | International Perspectives on Security in the Twenty-First Century |

1. **In the development of a security program using the systems approach, the three general elements that must be given consideration are:** 
   1. **a vulnerability analysis, implementation of countermeasures, and a test of the operating program**
   2. the installation of fencing, locks, and alarms
   3. pre-employment screening, policies, and standardized procedure
   4. a loss prevention program, risk analysis, and recovery documentation.
2. **With respect to span of control, the greater the degree of sophistication of interaction between supervisors and subordinates, the:** 
   1. broader the optimum span of control
   2. more difficult it is to identify the optimum span of control
   3. **narrower the optimum span of control**
   4. more options there are in choosing the optimum span of control

**3. In setting up a proprietary investigative unit, the most important aspect to consider is the:**

1. number of personnel
2. budgeting for staff
3. **selection of professional personnel**
4. specialized training of the applicant

**4. In its basic sense, the investigative process reflects:**

1. Absolute goal-oriented inquiry
2. **Precise controlled examination**
3. The mindset of the investigator
4. A simple statement of all the abstracts encountered

**5. Copies of investigative reports should be distributed:**

1. To all affected members of management
2. To public law enforcement agencies
3. Only to members of the security department
4. **Only to those with a need to know**