



Make today matter

What does the programme entail?

The BCom (Human Resource Management) degree introduces students to the key disciplines of:

- **Industrial and organisational psychology:** Using knowledge of the psychology of human behaviour to ensure that people work more efficiently in the workplace
- **Human resource management:** Managing people using workplace policies and procedures to ensure that they are effective and productive
- **Labour relations management:** Implementing Labour Relations programmes and acting as mediators through advising and counselling in the workplace

Structure of the programme

Core modules (compulsory)

Note: All first-year students take the compulsory fundamental modules on academic information management and academic literacy for EMS, and all second-year students take an introduction to moral and political philosophy.

1st year	2nd year	Final year
<ul style="list-style-type: none"> ▪ Industrial and organisational psychology ▪ Business management ▪ Economics ▪ Financial accounting ▪ Statistics ▪ Informatics (accounting software) ▪ Communication management 	<ul style="list-style-type: none"> ▪ Industrial and organisational psychology ▪ Business management ▪ Business law 	<ul style="list-style-type: none"> ▪ Industrial and organisational psychology ▪ Business management ▪ Labour law ▪ Labour relations

Who are the ideal candidates?

Students who excel in this programme are able to:

- Communicate effectively
- Solve problems
- Comfortably make difficult decisions
- Multi-task
- Show kindness and understanding
- Maintain strong ethical principles



What makes this programme unique?

A special benefit of this programme is that, in addition to learning about the core human resource content, students also gain a wider knowledge of business by studying BCom modules, which will improve their marketability for any number of job opportunities in businesses.

The undergraduate degree provides the necessary foundation for students to later specialise in Industrial and Organisational Psychology, Human Resource Management and Labour Relations Management at the postgraduate level.

Accreditation

The BCom (Human Resource Management) degree is accredited at the South African Board for People Practitioners (SABPP).



Which companies employ our graduates?

Most companies have a human resource (HR) division and opportunities exist for graduates with experience to start their own companies providing services based on their specific specialisations.



'I chose to study BCom (Human Resource Management) based on the results of an assessment by a career psychologist and I can honestly say it was the best decision I have ever made. After completing my undergraduate degree, I decided to further my studies by registering for an honours degree in industrial and organisational psychology. I have learned a great deal about the opportunities I will have once I graduate and start working as a professional in the field.

I have gained the ability to interpret the results of personality tests, identify the best method to use, and much more. My degree has also made me realise what I like the most, which is human resource management and labour relations. The Department of Human Resource Management provides students with the necessary support, assistance and advice. The experience gained throughout my undergraduate and postgraduate studies was definitely worthwhile.'

Hannah Janse van Rensburg

– BCom (Human Resource Management) and BComHons (Industrial and Organisational Psychology)



UNIVERSITEIT VAN PRETORIA
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Faculty of Economic and Management Sciences

Fakulteit Ekonomiese en Bestuurswetenskappe
Lefapha la Disaense tša Ekonomi le Taolo

BCom (Human Resource Management)

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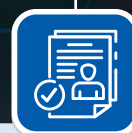
Career opportunities



Training and development
New employee orientation, training and career planning



Administration
Managing personnel records, preparing statistics about staff and their human capital



HR planning and provision
Staffing, recruitment, selection, placement, transferrals, promotions and dismissals



Industrial welfare
Employee safety, health, housing, recreation, and career counselling



Labour relations
Employee communications, negotiations, consultation, grievances and disciplinary measures

HR

Minimum admission requirements

Programmes	Minimum requirements for NSC/IEB for 2024		
	Achievement level		APS
	English Home Language or English First Additional Language	Mathematics	
BCom (Human Resource Management) [3 years]	5	4	30

Careers: Human resources practitioners, human resources consultants, mediators, labour relations specialists, human resources managers, personnel managers, training officers, liaison officers, psychometrists and industrial psychologists. In their capacity as human resources practitioners, graduates will be responsible for matters such as developing human resource strategies and policies, human resource planning, recruitment and selection of employees, training and development of staff, labour relations and personnel administration.

Note: Accounting at school is not a subject requirement for any of the BCom and BAdmin programmes.

Contact information | Tel +27 (0)12 420 4756 | Email mhb@up.ac.za | Website www.up.ac.za/hrm

Disclaimer: Refer to the faculty brochure at www.up.ac.za/programmes > Undergraduate