



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Economic and Management Sciences
Department of Human Resource Management
www.up.ac.za/hrm

Information brochure 2014

DCom Human Resource Management (07260142)
PhD in Human Resource Management (07267142)
PhD in Industrial and Organisational Psychology (07267143)
PhD in Labour Relations Management (07267061)
PhD in Organisational Behaviour (07267001)

PhD Information brochure 2014

PhD in Human Resource Management (07267142)
PhD in Labour Relations Management (07267061)
PhD in Organisational Behaviour (07267001)
PhD in Industrial and Organisational Psychology (07267143)
DCom Human Resource Management (07260142)

1. General Information

This Information Brochure should be read in conjunction with the University of Pretoria General Regulations G45-G61 as well as the Faculty of Economic and Management Sciences Postgraduate Yearbook

These yearbooks are available online (www.up.ac.za) or in hard copy at the Client Service Centre of the University of Pretoria

Subject to the provisions of University of Pretoria General regulations G45, G1.3 and G62, a candidate is admitted to doctoral studies only if she/he is in possession of an appropriate master's degree. The Head of Department / Director concerned may, however, set additional admission requirements.

2. Fields of specialisation

Doctoral degrees at the Department of Human Resource Management are presented in the following fields of study (scroll down for a comprehensive description of each field below):

- PhD in Human Resource Management (07267142)
- PhD in Labour Relations Management (07267061)
- PhD in Organisational Behaviour (07267001)
- PhD in Industrial and Organisational Psychology (07267143)
- DCom Human Resource Management (07260142)

3. Application for UP admission and Departmental selection

3.1 Before applying please read this brochure to ascertain if you qualify for admission. (For prerequisites see the **minimum** admission requirements)

3.2 If you qualify for admission:

3.2.1 Apply at online at the University of Pretoria for admission and receive your student number as a reference number. Complete an application form obtained from the University of Pretoria's Client Service Centre (CSC), or apply online at <http://www.up.ac.za>. Submit the UP application form and all other requested documents to Student Administration at the Client Service Centre.

3.2.2 Apply at the Department of Human Resource Management by completing the Departmental application form available on the Departmental website www.up.ac.za/hrm. (Navigate to the PhD pages). All applications are subjected to a selection process.

3.3 International students should consult the UP website (International pages). If any prior qualifications have been obtained at a non-South African University, qualifications must be evaluated by SAQA and attached to your application form. The University of Pretoria and its personnel cannot assist with this process. See SAQA contact:

SAQA (Evaluation of educational qualifications) - www.saqa.org.za

3.5 The closing date for 2014 applications is **30 September 2013**. **No late applications will be considered.**

3.6 The selection will take place in October. Shortlisted candidates will be invited to a one (1) day selection process and interview in Pretoria (for their own account)

- 3.7. Information with regard to course fees, bursaries, administration can be obtained from: csc@up.ac.za or visit the UP website: www.up.ac.za
Tel: +27 (12) 420-3111
Fax: +27 (12) 420 4555

4. Doctoral degrees offered at the Department of Human Resource Management

4.1 PhD with specialisation in Human Resource Management (07267142)

4.1.1 Minimum admission requirements

- A South African Board for People Practice (SABPP) accredited master's degree in Human Resource Management or an Health Profession Council of South Africa (HPCSA) accredited master's degree in Industrial and Organisational Psychology.
- A minimum pass mark of 65% in the master's degree.
- All applications are subject to a selection process. The following selection criteria will be taken into consideration:
 - Academic achievement
 - Work experience
 - Recognition of prior learning
 - Research ability
 - Academic writing skills
- The Head of the Department may, however, set additional admission requirements.

4.1.2 Curriculum

EBW 801	Research Methodology (compulsory)
EBW 901	Research Proposal (compulsory)
MHB 995	Thesis: Human Resource Management 995

A thesis on an approved topic. Before registration on the PhD a candidate must submit and present a research proposal. The compulsory module EBW 801 will prepare the student in writing a research proposal. A candidate will work under the guidance of a promoter to develop a detailed research proposal according to departmental guidelines and regulations. The proposal (EBW 901) must be presented to the Departmental Postgraduate Committee and must be officially approved by all relevant committees before the candidate can commence with his/her research and thesis (MHB 995). The candidate will continue his/her research under the guidance of his/her promoter until the research is completed according to the rules and regulations of the University.

A **public defence** of the final thesis is compulsory and forms part of the final examination.

Furthermore, a **research article** based on the candidate's research must be submitted for publication to a recognized accredited journal.

The article is a compulsory condition for the degree to be conferred on the candidate.

The research component contributes 100% towards the total requirement for the degree

4.2 PhD with an option in Industrial and Organisational Psychology (07267143)

4.2.1 Minimum admission requirements

- An HPCSA accredited master's degree in Industrial and Organisational Psychology or in Human Resource Management.
- A minimum pass mark of 65% in the master's degree.
- All applications are subject to a selection process.. The following selection criteria will be taken into consideration:
 - Academic achievement
 - Work experience
 - Recognition of prior learning

- Research ability
- Academic writing skills
- The Head of the Department may, however, set additional admission requirements.

4.2.2 Curriculum

EBW 801	Research Methodology (compulsory)
EBW 901	Research Proposal (compulsory)
BDO 995	Thesis: Industrial and Organisational Psychology 995

A thesis on an approved topic. Before registration on the PhD a candidate must submit and present a research proposal. The compulsory module EBW 801 will prepare the student in writing a research proposal (EBW 901). A candidate will work under the guidance of a promoter to develop a detailed research proposal according to departmental guidelines and regulations. The proposal must be presented to the Departmental Postgraduate Committee and must be officially approved by all relevant committees before the candidate can commence with his/her research and thesis (BDO 995). The candidate will continue his/her research under the guidance of his/her promoter until the research is completed according to the rules and regulations of the University.

A **public defence** of the final thesis is compulsory and forms part of the final examination. Furthermore, a **research article** based on the candidate's research must be submitted for publication to a recognized accredited journal.

The article is a compulsory condition for the degree to be conferred on the candidate.

The research component contributes 100% towards the total requirement for the degree.

4.3 PhD with specialisation in Labour Relations Management (07267061)

4.3.1 Minimum admission requirements

- An accredited cognate master's degree of which the core content is related to Labour Relations Management.
- A minimum mark of 65% average in the master's degree.
- All applications are subjected to a selection process.
- All applications are subject to a selection process. The following selection criteria will be taken into consideration:
 - Academic achievement
 - Work experience
 - Recognition of prior learning
 - Research ability
 - Academic writing skills
- The Head of the Department may, however, set additional admission requirements.

4.3.2 Curriculum

EBW 801	Research Methodology (compulsory)
EBW 901	Research Proposal (compulsory)
ABV 990	Thesis: Labour Relations Management 990

A thesis on an approved topic. Before registration on the PhD a candidate must submit and present a research proposal. The compulsory module EBW 801 will prepare the student in writing a research proposal. A candidate will work under the guidance of a promoter to develop a detailed research proposal according to departmental guidelines and regulations. The proposal must be presented to the Departmental Postgraduate Committee and must be officially approved by all relevant committees before the candidate can commence with his/her research and thesis (ABV 990). The candidate will continue his/her research under the guidance of his/her promoter until the research is completed according to the rules and regulations of the University.

A **public defence** of the final thesis is compulsory and forms part of the final examination.

Furthermore, a **research article** based on the candidate's research must be submitted for publication to a recognized accredited journal.

The article is a compulsory condition for the degree to be conferred on the candidate.

The research component contributes 100% towards the total requirement for the degree.

4.4 PhD with specialisation in Organisational Behaviour (07267001)

4.4.1 Minimum requirements for admission

- An accredited master's degree in Human Resource Management, Industrial and Organisational Psychology, Management Sciences or another cognate master's degree as approved by the Head of the Department.
- A minimum mark of 65% average in master's degree.
- All applications are subjected to a selection process. The following selection criteria will be taken into consideration:
 - Academic achievement
 - Work experience
 - Recognition of prior learning
 - Research ability
 - Academic writing skills
- The Head of the Department may, however, set additional admission requirements to comply with the specific aims of the programme.

4.4.2 Curriculum for PhD in Organizational Behaviour

EBW 801	Research Methodology (compulsory)
EBW 901	Research Proposal (compulsory)
ORG 990	Thesis: Organizational Behaviour 990

A thesis on an approved topic. Before registration on the PhD a candidate must submit and present a **research proposal**. The compulsory module (EBW 801) will prepare the student in writing a research proposal (EBW 901). A candidate will work under the guidance of a promoter to develop a detailed research proposal according to departmental guidelines and regulations. The proposal (EBW 901) must be presented to the Departmental Postgraduate Committee and must be officially approved by all relevant committees before the candidate can commence with his/her research and thesis (ORG 990). The candidate will continue his/her research under the guidance of his/her promoter until the research is completed according to the rules and regulations of the University.

A public defence of the final thesis is compulsory and forms part of the final examination. Furthermore, a **research article** based on the candidate's research must be submitted for publication to a recognized accredited journal.

The article is a compulsory condition for the degree to be conferred on the candidate.

The research component contributes 100% towards the total requirement for the degree.

4.5 DCom Human Resource Management (07267001)

4.5.1 Minimum requirements for admission

Subject to the provisions of General Regulations G.45, G.1.3 and G.62, a candidate is admitted to doctoral studies only if he or she is in possession of an appropriate master's degree. The Head of Department/Director concerned may however, set additional admission requirements.

4.5.2 Minimum admission requirements for the DCom degree

- Adequate knowledge of Management-, Financial- and Economic Sciences as well as Statistics as determined by the Head of Department concerned in consultation with the Dean

- A pass mark in Mathematics at Grade 12 level or another qualification in Mathematics, Statistics or Mathematical Statistics deemed adequate by the Head of Department concerned.
- Exemption assessment on preparatory work, as determined by the Head of Department concerned.
- A candidate who has acquired adequate knowledge of these basic modules through other means, may be exempted from the examinations in the prescribed capita selecta by the Dean, on the recommendation of the head of department/director.
- MCom degree with a pass mark of 65%. All applications are subjected to a selection process. The following selection criteria will be taken into consideration:
 - Academic achievement
 - Work experience
 - Recognition of prior learning
 - Research ability
 - Academic writing skills
- Completion of the EBW 801 (Research methodology) module
- The Head of the Department may, however, set additional admission requirements to comply with the specific aims of the programme.

4.5.3 Curriculum for DCom in Human Resource Management

EBW 801	Research Methodology (compulsory)
EBW 901	Research Proposal (compulsory)
MHB 900	Thesis: Human Resource Management 900

A thesis on an approved topic. Before registration for the DCom the candidate must submit and present a **research proposal**. The compulsory module EBW 801 will prepare the student in writing a research proposal (EBW 901). A candidate will work under the guidance of a promoter to develop a detailed research proposal according to departmental guidelines and regulations. The proposal must be presented to the Departmental Postgraduate Committee and must be officially approved by all relevant committees before the candidate can commence with his/her research and thesis (MHB 900). The candidate will continue his/her research under the guidance of his/her promoter until the research is completed according to the rules and regulations of the University.

A public defence of the final thesis is compulsory and forms part of the final examination.

Furthermore, a research article based on the candidate's research must be submitted for publication to a recognized accredited journal.

The article is a compulsory condition for the degree to be conferred on the candidate.

The research component contributes 100% towards the total requirement for the degree.

5. Enquiries

For more information about the Programmes contact:

Mrs Christa Smit
 Administration: Postgraduate Programmes
 Department Human Resource Management,
 Economic and Management Sciences Building,
 Room 3-78.1, Level 3, Entrance 2
 Telephone: (012) 420-3108 (7:30 and 15:30)
 Fax: (012) 420-3574
christa.smit@up.ac.za

Prof Yvonne du Plessis
Programme coordinator: PhD / DCom programmes
Department of Human Resource Management
University of Pretoria