



BComHons *Human Resource Management and Labour Relations*

- [University of Pretoria](#)
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- BComHons Human Resource Management and Labour Relations

Faculty of Economic and Management Sciences
Department: Human Resource Management

Programme Code: 07240146

SAQA ID: 7137

Faculty Notes

The Faculty of Economic and Management Sciences aspires to be at the cutting edge of economic, financial and management education, as well as research and community engagement within the national, African and global context. Our mission is to advance relevant knowledge and develop employable, innovative and diverse graduates to co-create value for society.

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Programme Information

Programme will consists of eight modules from which four modules are full year modules, two modules will be presented in the first semester, and two will be presented in the second semester.

Candidates are required to familiarise themselves with the General Regulations regarding the maximum period of registration and other requirements for honours degrees.



Minimum duration of study

1 years, full-time

Total credits

120

Admission Requirements

1. Relevant BCom degree
2. Labour Relations and Business Law (or equivalent) at final-year level
3. Weighted average of at least 65% for Industrial Psychology and/or Human Resource Management and Labour Relations at final-year level
4. At least 65% for the research component at undergraduate level

Plan-specific admission requirements:

BTech degrees are not accepted

Additional Requirements

Registration for a second field of study

With reference to General Academic Regulation G23, a student who has already completed a bachelor of honours degree at this or another university, may, with the permission of the Dean, register for another degree, subject to the regulations applicable to the field of study in question and to any other stipulations the Dean may prescribe on the condition that there shall be no overlap in the course content of the first degree and the second degree. Such a concession may be withdrawn by the dean/deans if the student does not perform satisfactorily.

Recognition of modules

1. Subject to the stipulations of General Academic Regulation G23 and the Joint Statute, a dean may
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acknowledge modules passed at another tertiary institution or at this university in a department other than that in which the honours study is undertaken for the honours degree – provided that at least half of the required modules for the degree in question are attended and passed at this university.

2. If there is overlap in the course content of the degree for which the student wishes to enrol or is enrolled and a degree already conferred, the Dean may not acknowledge any modules that form part of the degree already conferred.

Pass with Distinction

In order to be awarded the degree with distinction, a student must meet the following criteria:

- Obtain a Grade Point Average of at least 75% including at least 75% in the Research Report;
- Complete the degree within the minimum period prescribed;
- Only the final mark of the first attempt to pass the modules or dissertation will be considered and
- The GPA will be not be rounded up to a whole number.

Minimum credits: 120

Core modules

[HRC 700](#)[Research report 700](#)[Credits: 30.00](#) Module content:

This module requires the student to demonstrate their ability to conduct independent research by conducting research on a topic in either the Human Resource Management or Labour Relations Management field and submit a research report.

Prerequisites No prerequisites.

Period of presentation Year

[HRC 701](#)[Research Methodology 701](#)[Credits: 12.00](#) Module content:

This module requires students to identify research problems/gaps, formulate a problem statement and literature study and develop research objectives/questions/hypotheses within the fields of Industrial Psychology, Human Resource Management and Labour Relations. Qualitative and quantitative methodologies will be learned and applied, and students need to apply knowledge in order to gather information (articles, books etc), referencing, data collection and data analyses.

Prerequisites No prerequisites.

Period of presentation Year



[HRC 702 Human resource management and Labour relations practicum 702 Credits: 15.00](#) Module content:

Compile a portfolio concerning practicums pertaining to collective bargaining, and dispute resolutions, as well as organisational-, personnel- and career psychology.

Prerequisites No prerequisites.

Period of presentation Year

[HRC 703 Personnel and career psychology 703 Credits: 12.00](#) Module content:

To understand and develop insight regarding personnel psychology, career dynamics; career development and the framework in which career management, and personnel psychology can be pursued.

Prerequisites No prerequisites.

Period of presentation Semester 1 or Semester 2

[HRC 704 Employee health and safety 704 Credits: 12.00](#) Module content:

Understand and apply the legal aspects of the Health and Safety Act 85 of 1993, and what is meant with 'health' and 'safety' in the work context. Have knowledge based on the content of an Employee Aid Programme (EAP) and how to deal with HIV/Aids, alcohol and drug dependence, psychological and physical health, traditional healers, and workplace psychopathology in the work context.

Prerequisites No prerequisites.

Period of presentation Semester 1 or Semester 2

[HRC 705 Organisational psychology and diversity management 705 Credits: 12.00](#) Module content:

Know and apply theories pertaining to group dynamics, leadership and group functioning and how to utilise groups in decision-making, problem-solving and reaching organisational objectives. Students must understand the paradigm shifts in the development of historically disadvantaged employees and phasing in of historically disadvantaged employees in the organisation to retain and generate organisational effectiveness. Student should apply knowledge pertaining to the nature and future changes that could impact on organisations, as well as the strategies that organisations can use to address these organisational changes.

Prerequisites No prerequisites.

Period of presentation Semester 1 or Semester 2

[LAM 701 Collective bargaining and negotiation 701 Credits: 15.00](#) Module content:

In this module students should know and understand national and international trends and developments pertaining to collective bargaining and negotiation. Students should describe the collective bargaining role players (including trade unions), and what is meant with organised labour. Pertaining to negotiation, know and apply relevant negotiation skills and how to obtain the optimal outcomes in a negotiation situation.



Prerequisites No prerequisites.

Period of presentation Semester 1 or Semester 2

[LAM 702 Dispute resolutions 702](#) Credits: 12.00 Module content:

Students should know, understand and apply best practices pertaining to labour disputes, with particular focus on processes and relevant legislation.

Prerequisites No prerequisites.

Period of presentation Semester 1 or Semester 2

Annual increase information:

- Module pricing is subject to change at the beginning of every year without prior notice.
- UPOne tuition fees will increase annually by approximately 5%.
- The annual increase will apply from the March intake, which is the second intake of the year.
- If the programme fee is paid in full upfront the student is still liable for the difference between the upfront payment and increased amount until the completion of the programme.
- If you have any historic debt owed to the University of Pretoria, any payment you make will go towards settling that debt first.
- All-inclusive total programme cost.

- SA/SADC
- International

Code	Module	Duration	Credits	Cost
Core modules				
HRC 700	Research report 700	30.00	TBA	
HRC 701	Research Methodology 701	12.00	TBA	
HRC 702	Human resource management and Labour relations practicum 702	15.00	TBA	
HRC 703	Personnel and career psychology 703	12.00	TBA	
HRC 704	Employee health and safety 704	12.00	TBA	
HRC 705	Organisational psychology and diversity management 705	12.00	TBA	
LAM 701	Collective bargaining and negotiation 701	15.00	TBA	
LAM 702	Dispute resolutions 702	12.00	TBA	
Totals			120.00	TBA

Enquiries about the programme

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How to apply



Online Application





Note: Also consult General Rules and Information on the Yearbook website for additional information.

Disclaimer: Due to the continuous restructuring of the Faculty and this website, some of the information displayed here may not fully reflect the most recent developments in the Faculty. Any discrepancies that are experienced may be taken up with Student Administration of the Faculty.