

# University of Pretoria Yearbook 2018

## Industrial and organisational psychology 319 (BDO 319)

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| <b>Qualification</b>          | Undergraduate  |
| <b>Faculty</b>                | <a href="#">Faculty of Economic and Management Sciences</a>          |
| <b>Module credits</b>         | 20.00  |
| <b>Programmes</b>             | <a href="#">BAdmin Public Management and International Relations</a> |
|                               | <a href="#">BCom</a>   |
|                               | <a href="#">BCom Human Resource Management</a>                       |
|                               | <a href="#">BCur Nursing Management</a>                              |
|                               | <a href="#">BCur Nursing Science (Education and Administration)</a>  |
| <b>Service modules</b>        | Faculty of Health Sciences   |
| <b>Prerequisites</b>          | BDO 110, 120; BDO 219 GS, BDO 229 GS                                 |
| <b>Contact time</b>           | 3 lectures per week  |
| <b>Language of tuition</b>    | Module is presented in English                                       |
| <b>Department</b>             | Human Resource Management  |
| <b>Period of presentation</b> | Semester 1   |

### Module content

#### Human resource management systems

This section provides an introduction to human resource management systems and addresses current developments and problems in the field, which will be comprehensively addressed and include the following: job analysis, description, specification, and design, remuneration theory and systems, job evaluation and grading as well as benefit and fringe-benefit systems. Remuneration systems as motivation for employees will also be included.

#### Human resources provision

Human resources provision will be presented from an industrial psychological perspective and will include the following themes: human resources planning; macro and micro variables which could affect personnel forecasting and provision; human resource information systems; the auditing of skills as well as techniques such as recruitment, selection, placement and induction.

The information published here is subject to change and may be amended after the publication of this information. The [General Regulations \(G Regulations\)](#) apply to all faculties of the University of Pretoria. It is expected of students to familiarise themselves well with these regulations as well as with the information contained in the [General Rules](#) section.



Ignorance concerning these regulations and rules will not be accepted as an excuse for any transgression.