



# University of Pretoria Yearbook 2018

## Industrial and organisational psychology 111 (BDO 111)

<b>Qualification</b>	Undergraduate
<b>Faculty</b>	<a href="#">Faculty of Economic and Management Sciences</a>
<b>Module credits</b>	10.00
<b>Programmes</b>	<a href="#">BAdmin Public Management and International Relations</a> <a href="#">BCom</a> <a href="#">BCom Human Resource Management</a>
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	4 lectures per week
<b>Language of tuition</b>	Separate classes for Afrikaans and English
<b>Department</b>	Human Resource Management
<b>Period of presentation</b>	Semester 2

### Module content

\*Only for BCom / BAdmin students

Introduction to industrial and organisational psychology

Industrial and Organisational Psychology is an applied field of Psychology that is involved with employee and organisational behaviour, and which has become a study field and professional speciality in its own right. This module aims to introduce the student to:

- the history and development of psychology and industrial and organisational psychology,
- the different sub-fields in psychology with special emphasis on the sub-fields of industrial and organisational psychology,
- how the different theoretical approaches in psychology view the human psyche and their views on human behaviour,
- genetics and the biological basis of human behaviour, to better understand the differences between people and to lay the foundation for ergonomical principles,
- how scientific research can be used to understand and handle human problems and to facilitate the optimal functioning of people in their work environments.

### Individual processes

This section consists of the principles of learning as found in the work context. The role of perception in the work environment will be discussed by considering aspects such as shape, depth, distance and colour perceptions. Cognition, thought, reasoning, memory, creativity and decision-making will be included. Intelligence will be addressed and placed in an industrial and organisational psychology perspective.



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