University of Pretoria Yearbook 2019

Industrial and organisational psychology 111 (BDO 111)

Qualification	Undergraduate
Faculty	Faculty of Economic and Management Sciences
Module credits	10.00
Programmes	BAdmin Public Management and International Relations
	BCom
	BCom Human Resource Management
Prerequisites	No prerequisites.
Contact time	4 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	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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