



# University of Pretoria Yearbook 2019

## Industrial and organisational psychology 221 (BDO 221)

**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** BDO 111 GS. May not be included in the same curriculum as SLK 110/120

**Contact time** 4 lectures per week

**Language of tuition** Module is presented in English

**Department** Human Resource Management

**Period of presentation** Semester 1

### Module content

\*Only for BCom / BAdmin students

Human development and personality

This module consists of a discussion of the life span and important periods in human development with emphasis on their meaning in the work context. With regard to personality, the following themes will be addressed: the cultural context of personality, its formation and determinants of personality; personality as determinant of behaviour as well as the development and maintenance of self-image. Attention will be given to the basic methods of personality measuring and personality assessment.

Motivation and employee well-being

One of the many factors that form part of individual processes is Motivation and Emotion. An understanding of individual processes will contribute to an understanding of how and why employees perform in their workplaces. The first part of this semester course aims to introduce the student to the foundational theories of motivation and emotion. The second part of this semester course is concerned with the recognition and classification of psychological disorders and the management and promotion of psychological well-being in organisations. A positive view of psychological health aims at facilitating people's inner resources or strengths and resiliencies so that they stay healthy and cope effectively.

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