University of Pretoria Yearbook 2021

BComHons Human Resource Management and Labour Relations (07240146)

Department	Human Resource Management
Minimum duration of study	1 year
Total credits	120
NQF level	08

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.

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

1. Registration for a second field of study

With reference to General Regulation G.6, 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 Such a concession may be withdrawn by the dean/deans if the student does not perform satisfactorily.

2. Acknowledgement of modules

2.1. Subject to the stipulations of G.22.1, G.23.2 and the Joint Statute, a Dean may 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.

2.2. 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.

Other programme-specific information

In calculating marks, General Regulation G12.2 applies. Subject to the provisions of General Regulation G.26, a head of a department determines, in consultation with the Dean when the honours examinations in his/her department will take place, provided that:

- honours examinations which do not take place before the end of the academic year, must take place no later than 18 January of the following year, and all examination results must be submitted to the Student Administration by 25 January; and
- honours examinations which do not take place before the end of the first semester, may take place no later than 15 July, and all examination results must be submitted to the Student Administration on or before 18 July.
- whether a candidate will be admitted to a supplementary examination, provided that a supplementary examination is granted, only once in a maximum of two prescribed semester modules or once in one year module;
- supplementary examinations (if granted) cover the same subject matter as was the case for the examinations; NB: For the purpose of this provision, the phrase "not sit for an examination more than twice in the same subject" as it appears in General Regulation G.18.2, implies that a candidate may not be admitted to an examination in a module, including a supplementary examination, more than three times.
- the manner in which research reports are prepared and examined in his/her department. NB: Full details are published in each department's postgraduate information brochure, which is available from the relevant head of department. The minimum pass mark for a research report is 50%. The provisions regarding pass requirements for dissertations contained in General Regulation G.12.2 apply mutatis mutandis to research reports.

Subject to the provisions of General Regulation G.12.2.1.3, the subminimum required in subdivisions of modules is published in the study guides, which is available from the relevant head of department.

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.

Curriculum: Final year

Minimum credits: 120

Core modules

Research report 700 (HRC 700)

Module credits	30.00
NQF Level	08
Prerequisites	No prerequisites.
Contact time	30 Hours
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Year

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.

Research Methodology 701 (HRC 701)

Module credits	12.00
NQF Level	08
Prerequisites	No prerequisites.
Contact time	21 Hours
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Year

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.

Human resource management and Labour relations practicum 702 (HRC 702)

Module credits	15.00
NQF Level	08
Prerequisites	No prerequisites.

Contact time	1 practical per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Year

Module content

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

Personnel and career psychology 703 (HRC 703)

Module credits	12.00
NQF Level	08
Prerequisites	No prerequisites.
Contact time	21 contact hours per semester
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 1 or Semester 2

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.

Employee health and safety 704 (HRC 704)

Module credits	12.00
NQF Level	08
Prerequisites	No prerequisites.
Contact time	21 contact hours per semester
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 1 or Semester 2

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.

Organisational psychology and diversity management 705 (HRC 705)

Module credits	12.00
NQF Level	08

Prerequisites	No prerequisites.
Contact time	21 contact hours per semester
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 1 or Semester 2

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.

Collective bargaining and negotiation 701 (LAM 701)

Module credits	15.00
NQF Level	08
Prerequisites	No prerequisites.
Contact time	21 contact hours per semester
Language of tuition	Module is presented in English
Department	Education Management and Policy Studies
Period of presentation	Semester 1 or Semester 2

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.

Dispute resolutions 702 (LAM 702)

Module credits	12.00
NQF Level	08
Prerequisites	No prerequisites.
Contact time	18 contact hours per semester
Language of tuition	Module is presented in English
Department	Education Management and Policy Studies
Period of presentation	Semester 1 or Semester 2

Module content

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

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.