University of Pretoria Yearbook 2021

MCom Human Resource Management (Coursework) (07250146)

Department	Human Resource Management
Minimum duration of study	1 year
Total credits	180
NQF level	09

Programme information

This is a coursework master's programme, with six modules and a mini-dissertation.

Admission requirements

1. Relevant BComHons degree
2. A cumulative weighted average of at least 65% for the BComHons degree
3. At least 65% for the research component at honours level

Additional requirements

- A candidate may be refused admission to a master’s degree by the relevant head of the department if he/she does not comply with the standard of competence in the subject as determined by the department – with the proviso that a candidate who does not comply with the required level of competence, may be admitted, provided that he/she completes additional study assignments and/or examinations.
- The relevant head of department may set additional admission requirements.
- Specific departments have specific requirements for admission.
- The number of students will be determined in line with the growth strategy of the University of Pretoria as approved by the Executive.
- The diversity profile of students will be aligned with the UP diversity objectives.

Other programme-specific information

The pass mark for the mini-dissertation is 50%. The provisions regarding pass requirements for dissertations, contained in General Regulation G.12.2, apply mutatis mutandis to mini-dissertations. A pass mark of at least 50% is required in the examination of each module.

For examination purposes, a student must, in consultation with the supervisor, submit a sufficient number of bound copies of the mini-dissertation or research article, printed on good quality paper and of good letter quality

to the postgraduate administrator at the relevant department. Permission to submit the mini-dissertation or research article in unbound form may be obtained from the supervisor concerned on condition that a copy of the final approved dissertation is presented to the examiners in bound format or electronic format.

In addition to the copies already mentioned, each successful student must submit a bound paper copy as well as two electronic copies of the approved dissertation to the Head: Student Administration in the format specified by the faculty and in accordance with the minimum standards set by the Department of Library Services, before 15 February for the Autumn graduation ceremonies and before 15 July for the Spring graduation ceremonies, failing which the degree will only be conferred during a subsequent series of graduation ceremonies.

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 mini-dissertation;
- Complete the degree/diploma 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: 180

Core modules

Strategic human resource management 801 (HRC 801)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

Outcomes:
The context and content of strategic human resource management are explored in-depth and how to effectively implement relevant strategic human resource management plans. Students will also become aware of the state of strategic human resource management in South African organisations.

Talent management 802 (HRC 802)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

Fairness in employment decision-making and selections. Know how to analyse jobs and work, and apply work force planning effectively.

Leadership 803 (HRC 803)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

Exploring the history of leadership theory and implement contemporary approaches to understanding leadership. This module aims students to design and deliver a leadership development programme.

Human resource metrics 804 (HRC 804)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

HR metrics in Personnel Practice
This module aims to explore the measurements used to analyse the effectiveness and value of typical Human Resource initiatives for example turnover, training, cost of labour, employee engagement and performance, employee expenses and return on human capital investment.

Diversity dynamics 805 (HRC 805)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

Outcomes of the module are:

- Knowledge, understanding and application of diversity practices in South African organisations
- Ideal problem-solving concerning diversity issues in South African organisations
- Understand issues that are detriment for the diversity work context (i.e. stereotyping, ethnocentrism, bias).
- Display self and social awareness of diversity issues

Research in practice 806 (HRC 806)

Module credits	30.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	32 contact hours
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Year

Module content

Part 1: Research Proposal & Design
Design a research project by formulating the framework of the study by means of a problem statement, literature review, development of research objectives/questions/hypotheses and stipulating the methodology.

Part 2: Qualitative and Quantitative research
Designing quantitative and qualitative research methodology by understanding and applying the relevant approaches, designs, paradigms, sampling procedures, data collection and data analyses methods. Understand what is implied with quality control measures in quantitative and qualitative research.

Part 3: Statistics and Computer- Based Data Analysis

- Know how to use SPSS and AMOS for quantitative data analyses, and how to select appropriate statistics for a variety of research questions and justify the choices from both the perspective of the design as well as the data requirements
- Know how to conduct basic statistical analysis on SPSS and interpret the results (T-tests, ANOVA, Cross-tabs, Correlations, Descriptive statistics – both parametric and non-parametric equivalents)
- Know how to evaluate the psychometric properties of a scale using either exploratory factor analysis (EFA) or confirmatory factor analysis (CFA).
- Understand the rationale and testing for measurement invariance using a CFA approach and how to evaluate model fit in SEM/CFA approach.
- Know how to compare nested and non-nested models in SEM and understand the difference between moderation and mediation.
- Be able to apply ethical research in practice, critically reflect on own, and other’s research and apply the APA guidelines for writing academically

Mini-Dissertation:Human Resource Management 807 (HRC 807)

Module credits	60.00
NQF Level	09
Prerequisites	No prerequisites.
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Year

Module content

Research component (Human Resource Management mini-dissertation) can be done concurrently with other modules in first year with allowance to finish in second year of study.

Change dynamics 804 (IPS 804)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

The significance of this module lies on three levels. Firstly, this module will require students to get to grips with the psychology of change in individuals and groups. Secondly, it will require students to build their own mental model of a changing post-modern society and of the organisation as change territory in order to have a full understanding of the nature and dynamics of organisational change. The third level of significance lies in the module's requirement to integrate this contextualised theory of change in a framework to effectively deal with the dynamics of change and change interventions in a contemporary organisation.

Labour relations management practices 801 (LAM 801)

Module credits	18.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	16 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

Labour relations management principles. Employment contracting. SA Labour legislation.Management of grievances and Labour relations management strategies and policies

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.