

### Faculty of Economic and Management Sciences

### Industrial Psychology, Human Resource Management and Labour Relations Management

Did you know, to become an Industrial and Organisational Psychologist (IOP), a Human Resource Practitioner or Manager (HRM), or a Labour Relations Officer (LRM), you can apply for BCom (Human Resource Management)?

#### Why is this a Commerce degree in the Faculty of Economic and Management Sciences?

A great benefit of our programme is that because you are earning a BCom, you will not only learn IOP, HRM and LRM, but you will also gain a wider knowledge of business, which will make you marketable for any number of business job opportunities.

#### What is the difference between IOP, HRM and LRM?

##### Industrial and Organisational Psychologist (IOP)

They use knowledge of the psychology of human behaviour to ensure that people work "better" in the workplace.

##### Human Resource Manager (HRM)

They manage people using workplace policies and procedures to ensure that they are effective and productive.

##### Labour Relations Management (LRM)

They implement LR programmes and act as mediators through advising and counselling in the workplace.

## 01 THE UNDERGRADUATE JOURNEY

### Register and complete the BCom (Human Resource Management)

#### Minimum admission requirements for NSC/IEB

Programmes	Minimum requirements for NSC and IEB for 2023		
	Achievement level		APS
	English Home Language or English First Additional Language	Mathematics	
<b>BCom (Human Resource Management)</b> [3 years] <b>Close on availability of space:</b> As soon as the number of places available for this programme are filled, it will be closed for further applications. <b>Careers:</b> Human resources practitioners, human resources consultants, mediators, labour relations specialists, human resources managers, personnel managers, training officers, liaison officers, psychometrists and industrial psychologists. In their capacity as human resources practitioners, graduates will be responsible for matters such as developing human resource strategies and policies, human resource planning, recruitment and selection of employees, training and development of staff, labour relations and personnel administration.	5	4	30

**Note:** Accounting at school is not a subject requirement for any of the BCom and BAdmin programmes.

#### Minimum admission requirements for qualifications other than the NSC/IEB

For qualifications not indicated in the table below, refer to the conversion table in the brochure:  
 2023 Undergraduate programme information - Qualifications other than the National Senior Certificate (NSC) and Independent Examination Board (IEB) at [www.up.ac.za/programmes](http://www.up.ac.za/programmes) > Undergraduate > Admission information

Programme	Minimum requirements for 2023									
	Achievement level									
	Compulsory subjects	IGCSE/LGCSE/BGCSE/SGCSE/GCSE/NSCC OL/O Level = Gr 11*	AS Level	IB SL	IB HL	HIGCSE/NSCC HL	KOMBI ABITUR	CGCE UCE/NECO/WAEC/ZIMSEC O Level = Gr 11*	CGCE UACE/WAEC/ZIMSEC A Level	KCSE
BCom (Human Resource Management)	English Mathematics	C D	C D	4 2	3 2	3 3	60-69% 50-59%	C D	E E	B+ B

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## What will you study in the first three years?

### Year one

- Introduction to industrial and organisational psychology
- How learning takes place at work
- Personality and how it develops
- How humans interact with their environment and the different roles we occupy in society

- How to keep employees safe and healthy in the workplace
- How to manage the diversity of people in the workplace
- How to conduct psychometric tests (eg aptitude, interest, intelligence and personality)

### Year two

- The role of work teams in an organisation and group's behaviour
- The effect of power and leadership in organisations
- How organisations are structured and designed
- The best ways to bring about change in the workplace

### Year three

- How to define what a specific job entails and to determine appropriate salary structures thereof
- How to plan for workforce recruitment, selection and orientation for newly appointed employees
- How to measure the performance of employees and motivate them toward organisational goals
- How to train and develop employees to enhance their performance and career potential

For more information visit [www.up.ac.za/hrm](http://www.up.ac.za/hrm)



**Congratulations!**  
Now you have  
your degree in  
HRM!