

# Industrial Psychology, Human Resource Management and Labour Relations Management



Faculty of Economic and Management Sciences  
Fakulteit Ekonomiese en Bestuurswetenskappe  
Lefapha la Disaense tSa Ekonomi le Taolo

## 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?

<b>Industrial and Organisational Psychologist (IOP)</b>
They use knowledge of the psychology of human behaviour to ensure that people work "better" in the workplace.
<b>Human Resource Manager (HRM)</b>
They manage people using workplace policies and procedures to ensure that they are effective and productive.
<b>Labour Relations Management (LRM)</b>
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)

Programme	Minimum requirements for 2021				APS
	Achievement level*				
	English Home Language or English First Additional Language		Mathematics		
	NSC/IEB	AS Level	NSC/IEB	AS Level	
<b>BCom (Human Resource Management)</b> [3 years] Closing dates: SA – 30 September, Non-SA – 31 August	5	C	4	D	30

**Careers:** 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.

**PLEASE NOTE:** Accountancy is not a subject requirement for any of the BCom and BAdmin programmes.  
\*Cambridge A level candidates who obtained at least a D in the required subjects and International Baccalaureate (IB) HL candidates who obtained at least a 4 in the required subjects, will be considered for admission.

## 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
- 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

- 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 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

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

## 02 THE HONOURS JOURNEY

### What can I do with this degree?

- A variety of rewarding career opportunities exist, which include:
- Training and development:** New employee orientation, training and career planning
  - Administration:** Managing personnel records, preparing statistics about staff and their human capital
  - HR Planning and provision:** Staffing, recruitment, selection, placement, transferrals, promotions, and dismissals
  - Industrial welfare:** Employee safety, health, housing, recreation, and career counselling
  - Labour relations:** Employee communications, negotiations, consultation, grievances, and disciplinary measures

Register as HR Practitioner at the SABPP (South African Board for People Practice) once you have obtained your degree with 3 years of work experience.

**Contact information**  
Tel +27 (0)12 420 4756  
Email mhb@up.ac.za

## 03 THE MASTER'S JOURNEY

Admission is based on achieving a minimum average of **65%** in the BCom (Human Resource Management) programme.

- Two Honours' programmes (both 1 year):
- BComHons (Industrial and Organisational Psychology)
  - BComHons (Human Resource Management and Labour Relations)

- Subjects include:
- Organisational psychology
  - Employee wellness
  - Industrial Counseling
  - Labour relations
  - Psychometrics and assessment
  - Personnel and career psychology
  - Research methodology
  - IOP Practicum
  - HR and LR Practicum

After completing the BComHons (Human Resource Management and Labour Relations) you can pursue the careers listed on the left. In addition, you can register as a Chartered HR Practitioner with the SABPP with 4 years' work experience.

After completing the BComHons (Industrial and Organisational Psychology), your journey is not yet over if you want to become an **INDUSTRIAL PSYCHOLOGIST**. You will need to register for MCom (Industrial and Organisational Psychology).

## 03 THE MASTER'S JOURNEY

### There are three course work and one dissertation Master degrees (duration: 2 years each):

- MCom Industrial and Organisational Psychology (course work)
- MCom Human Resource Management (course work)
- MPhil Human Resource Management (course work)
- MPhil Labour Relations Management (full dissertation)

### Steps for all three course work programmes:

- Year 1: Course work
- Year 2: Mini-dissertation
- After completion, register with SABPP as Master HR Practitioner. MPhil Labour Relations Management students may also register with the SABPP after completing their dissertation.

### Additional steps for MCom Industrial and Organisational Psychology:

- Year 1: Register at HPCSA as Student in Psychology (Category: Industrial)
- Year 2: Register as intern at HPCSA and complete an internship programme
- After internship, write Board Examination in order to register as Industrial Psychologist at the HPCSA

### What can you do with a MCom/MPhil degree in the four programmes:

- Determine how to improve the performance and well-being of employees and teams in the workplace.
- Develop screening and selection procedures for job applicants.
- Get to the root of why employees may be unhappy in their workplace. Develop and evaluate the effectiveness of training programmes.
- Be a career coach or consultant. Identify how to improve attitudes in the workplace.
- Develop human resource strategies and policies.