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What does the programme entail?

The Bachelor of Commerce specialising in Human Resource Management degree introduces students to the key disciplines of:

- **Industrial and organisational psychology:** Using knowledge of the psychology of human behaviour to ensure that people work more efficiently in the workplace
- **Human resource management:** Managing people using workplace policies and procedures to ensure that they are effective and productive
- **Labour relations management:** Implementing Labour Relations programmes and acting as mediators through advising and counselling in the workplace



Structure of the programme

Core modules (compulsory)

Note: All first-year students take the compulsory fundamental modules on academic information management and academic literacy for EMS, and all second-year students take an introduction to moral and political philosophy.

1st year	2nd year	Final year
<ul style="list-style-type: none"> ▪ Industrial and organisational psychology ▪ Business management ▪ Economics ▪ Financial accounting ▪ Statistics ▪ Informatics (accounting software) ▪ Communication management 	<ul style="list-style-type: none"> ▪ Industrial and organisational psychology ▪ Business management ▪ Business law 	<ul style="list-style-type: none"> ▪ Industrial and organisational psychology ▪ Business management ▪ Labour law ▪ Labour relations



Who are the ideal candidates?

Students who excel in this programme are able to:

- Communicate effectively
- Solve problems
- Comfortably make difficult decisions
- Multi-task
- Show kindness and understanding
- Maintain strong ethical principles



What makes this programme unique?

A special benefit of this programme is that, in addition to learning about the core human resource content, students also gain a wider knowledge of business by studying Bachelor of Commerce modules, which will improve their marketability for any number of job opportunities in businesses.

The undergraduate degree provides the necessary foundation for students to later specialise in Industrial and Organisational Psychology, Human Resource Management and Labour Relations Management at the postgraduate level.

Endorsement

The Bachelor of Commerce specialising in Human Resource Management degree is endorsed by the South African Board for People Practitioners (SABPP).



Which companies employ our graduates?

Most companies have a human resource (HR) division and opportunities exist for graduates with experience to start their own companies providing services based on their specific specialisations.



‘My experience as an undergraduate student in the Faculty of EMS has honestly been an incredible journey. The lecturers are super knowledgeable and genuinely invested in our success. Culture flows from the top down, and the awesome culture that the Department of Human Resource Management has created among its staff results in an engaging environment for the students as well. Lectures cover a broad range of topics, which has been fantastic for gaining a solid foundation in economic and management sciences. Plus, the practical applications and case studies we get to work on make the learning process so much more interesting and relevant.’

Another highlight has been the supportive community. My classmates and I have formed a tight-knit group, always helping each other out. The student societies also organise various events and networking opportunities, which have been great for meeting industry professionals and getting a taste of the real world. Overall, my time at the Faculty of EMS has been enriching and rewarding. If you’re considering studying here, I’d highly recommend it! It’s a challenging but incredibly fulfilling experience.’

Jason Schickerling – Bachelor of Commerce specialising in Human Resource Management



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Economic and Management Sciences

Fakulteit Ekonomiese en Bestuurswetenskappe
Lefapha la Disaense tša Ekonomi le Taolo

Bachelor of Commerce specialising in Human Resource Management

(continued)



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Career opportunities



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

Minimum admission requirements

Programmes	Minimum requirements for NSC/IEB for 2026		
	Achievement level		APS
	English Home Language or English First Additional Language	Mathematics	
Bachelor of Commerce specialising in Human Resource Management [3 years]	5	4	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.

Note: Accounting at school is not a subject requirement for any of the Bachelor of Commerce and Bachelor of Administration programmes.

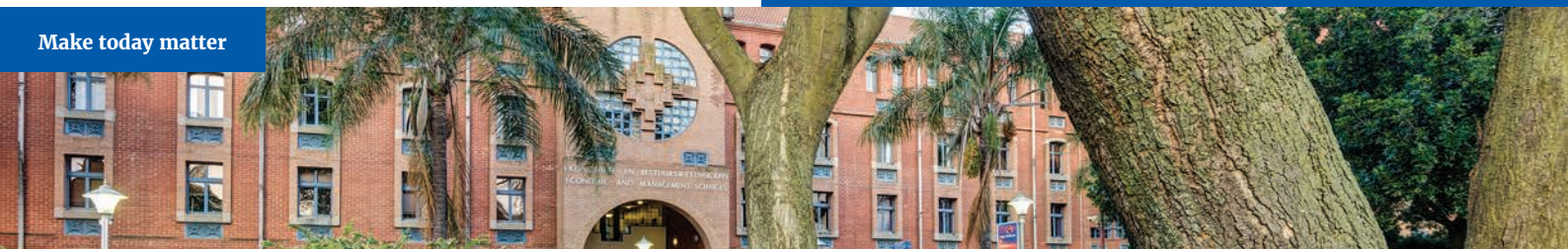
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- The closing date for applications for programmes in this faculty is 30 June.
- Meeting the minimum admission requirements does not guarantee admission into a programme.

FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES Programmes	Minimum requirements for 2026									
	Achievement level									
	Compulsory subjects	GCSE #		HIGCSE NSSC HL	AS Level	A Level	IB		KOMBI ABITUR	KCSE
		The qualifications in the two columns below will be considered only for conditional admission. If final AS and/or A levels have been completed, these two columns will not apply. It can also not be used for final admission and/or registration.			GCE CIE NSSC AS	GCE CIE CGCE UACE WAEC ZGCE	IB SL	IB HL		
		CIE	UK							
IGCSE LGCSE BGCSE EGCSE O Level NSSC OL CGCE UCE NECO WAEC WASSCE ZGCE		England Wales Northern Ireland Pearson Edexcel GCSE								
Bachelor of Commerce in Accounting Sciences	English Mathematics	C B	4 6	3 2	C B	E D	4 5	3 4	60-69% 70-79%	B B+
Bachelor of Commerce specialising in Investment Management										
Bachelor of Commerce specialising in Econometrics										
Bachelor of Commerce specialising in Financial Management Sciences	English Mathematics	C C	4 4	3 3	C C	E E	4 4	3 3	60-69% 60-69%	B B
Bachelor of Commerce specialising in Economics										
Bachelor of Commerce specialising in Law										
Bachelor of Commerce specialising in Statistics and Data Science										
Bachelor of Commerce specialising in Agribusiness Management										
Bachelor of Commerce specialising in Information Systems										
Bachelor of Commerce [3-year programme]	English Mathematics	C D	4 3	3 3	C D	E E	4 2	3 2	60-69% 50-59%	B C+
Bachelor of Commerce specialising in Business Management										
Bachelor of Commerce specialising in Supply Chain Management										
Bachelor of Commerce specialising in Marketing Management										
Bachelor of Commerce specialising in Human Resource Management										
Bachelor of Administration specialising in Public Administration	English Mathematics	C E	4 2	3 4	C E	E E	4 2	3 2	60-69% 40-49%	B C
Bachelor of Commerce [4-year programme]	English Mathematics	D E	3 2	3 4	D E	E E	2 2	2 2	60-69% 40-49%	C+ C

Only English with at least a C symbol on this level can be used for final admission.