



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

Department of Human Resource Management

2024

PhD Programme in
Human Resource Management, Industrial-Organisational
Psychology and Organisational Behaviour

2024 PhD in Human Resource Management, Industrial-Organisational Psychology, and Organisational Behaviour

Applications for 2024 are open.

We are pleased to announce that we are accepting applications for our PhD programme in Human Resource Management, Industrial-Organisational Psychology, and Organizational Behaviour. This programme includes a special learning programme which is a collaborative effort across the departments of Accounting, Auditing, Human Resource Management, and the School of Public Management and Administration in the Faculty of Economic and Management Sciences. The programme is for students beginning study in January of 2024. While most programmes on the continent follow a "one student-one supervisor" approach to doctoral study which includes mainly self-study, we have designed a learning programme which includes one year of seminars at the University of Pretoria. Seminars include training in theory and the body of academic literature, research methodology as well as quantitative and qualitative research methods. Seminars are led by internationally renowned scholars who are faculty at University of Pretoria and some who visit from abroad just to teach in this programme. Since the programme is very demanding, we strongly recommend that students who have not completed their master's degrees at UP, (or who have completed their master's degree in our department at UP before 2014), to apply for the MPhil in Human Resource Management. Within three years of successfully completing the MPhil (HRM) degree (with an average of 65% or more), will give students direct access to a relevant PhD degree in our department. Students entering the PhD via the MPhil (HRM) will then not be required to complete the PhD learning programme.

We are looking for outstanding students to participate in this flagship programme in the Faculty of Economic and Management Sciences. Applicants must have excellent English writing skills and excellent maths ability, as students will be expected to write academic journal articles and perform rigorous statistical analyses. Students will be required to come to the University of Pretoria Hatfield campus for seminars for approximately 16 weekends in 2024. These weekends will include all-day Friday and all-day Saturday seminars, while a few (2-4) weekends will also include full Thursdays. There will also be a number of weekday online seminars. During the first year, students will be assigned one or more study leaders. It is expected that students will complete their PhD degree in three years. A Student who has successfully completed the MPhil in preparation for the PhD learning programme, may be able to complete the PhD in two years. The minimum duration for the PhD degree is two years, and for the MPhil, is one year. The advantage of taking the MPhil route to the PhD, is that students can obtain a qualification while preparing for the PhD, and obtain funding for the masters degree, and then also for the PhD degree. It makes the total period in which bursaries are potentially available longer, and it also allows for a more gradual adjustment towards scholarship in an area of specialisation.

Our programme makes a substantial investment in the skills development of students. Thus, we are looking for self-motivated applicants who are interested in becoming scholars in South Africa or internationally. In deciding whether UP is the place is for you for your doctoral studies, please consider your career goals, and also review the research interests of the faculty members in the Department of Human Resource Management. Our department is known nationally and internationally for research on gender and

diversity in organizations, cross-cultural psychology, and psychological assessment. Generally, the academic staff of the department should be able to accommodate your particular research interests. We have a two-step application process. The **first step** involves applying for admittance to the University of Pretoria via the UP website. The **second step** is to complete the 2023 Departmental Application Form for the learning programme. **The closing dates for all applications (for both international as well as South African applicants) is 31 August.** Applicants will be notified regarding their admission status in December 2023.

If your career goals include an interest in research, please jumpstart your career by applying to this selective programme. Our aim is to contribute to the pool exceptional new scholars in Africa. UP may be the ideal *place* to earn your PhD (or MPhil in preparation of the PhD).

For enquiries, please email <mailto:dhrm.phd@up.ac.za>

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