



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 Programmes

[Human Resource Management \(07267144\)](#)

[Labour Relations Management \(07267064\)](#)

[Industrial and Organisational Psychology \(07267145\)](#)

[Organisational Behaviour \(07267003\)](#)

PhD

Human Resource Management (07267144)

Labour Relations Management (07267064)

Industrial and Organisational Psychology (07267145)

Organisational Behaviour (07267003)

Applications for 2024 are open.

We are pleased to announce that we are accepting applications for our PhD programme with specialisation in either Human Resource Management, Labour Relations Management, Industrial-Organisational Psychology, or Organizational Behaviour. The 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 to teach in this 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.

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. The department can guide PhD

candidates on topics that correspond to the research interests of our academic staff, conditional on supervisory capacity, as determined by our Head of Department.

Attendance of all contact sessions is compulsory.

Duration of the programme

For each year of your PhD studies, you are required to register at the beginning of the academic year. The registration fee for each new academic year, as well as information on the fee structure, bursaries and loans are available on the UP website. <https://www.up.ac.za/article/2749200/fees-and-funding>

A student will be permitted to register for a **minimum of two (2) years and maximum period of three (3) years**, whereafter the student has to apply for permission to re-register, which can only be granted if satisfactory progress was made towards completion of the thesis on a continuous basis. The application has to be recommended by both the PhD supervisor(s) and the Head of Department. The decision to permit a student to re-register for the PhD from the fourth year onwards, is the discretion of the Deputy Dean Research and Postgraduate Studies in the Faculty of Economic and Management Sciences (FEMS).

Application procedure

The Department of Human Resource Management aims to complete the selection process for the PhD programme in a timely manner taking into consideration the deadline stipulated by the University application process. **To facilitate this process, it is advised that prospective students apply as early as possible, as conditional selection takes place before final acceptance into the programme.** The selection committee will aim to have a list of students selected for the programme by the end of November. This selection is provisional, and applicants will be notified of final acceptance based on their official final academic transcripts and marks, as well as additional selection criteria.

Since the initial screening for admission to the PhD programme is based on official academic marks, it is the responsibility of applicants to ensure that all official academic transcripts and marks are sent to the Department of HRM, as soon as they are available. It is also advisable to follow up with the department promptly if you have not received any outcome of your application by 30 November 2023.

BEFORE starting with the application process, international applicants are referred to <https://www.up.ac.za/online-registration/article/2398818/international-students>

Currently registered UP students need to apply via the UP Student Portal.

We have several steps in the 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 departmental form for the PhD learning programme. On conditional acceptance, the **third step** is to send the required documentation to the department by email. The **fourth step** for a screened applicant includes a psychometric assessment, a writing exercises and an online interview by a selection panel.

The closing date for all applications (international and South African citizens) is 31 August 2023.

Step 1: UP ONLINE APPLICATION

Apply online for admittance via the UP online application portal

<https://www.up.ac.za/online-application/article/2445192/apply-at-the-university-of-pretoria>

Step 2: After you have started Step 1, also complete our online [Departmental Application Form](#).

Step 3: ON CONDITIONAL ACCEPTANCE: EMAIL ALL YOUR **FINAL OFFICIAL** ACADEMIC TRANSCRIPTS to dhrm.phd@up.ac.za

Please insert your UP student number or Online Application Reference Number in the subject line of your email, and attach the following documents in your email to the department.

We require the following:

- Full academic transcripts with results (add explanation of grading system/grading codes of the respective tertiary institutions where you completed your previous degrees if the degree was obtained from a non-South African university)
- Comprehensive Curriculum Vitae
- Copy of identity document/passport
- SAQA verification of qualification if previous degree/(s) was/were obtained from non-South African universities.

Applicants should adhere to all the requirements for selection before the selection panel convenes in November. After the initial screening, applicant may be invited for psychometric testing, essay writing and an online interview. Thereafter, a selection panel screens all the information and finalise the list of students who are accepted on the programme. Only if a student declines the offer for a placement on the programme, the next person on the list will be offered a position.

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

For enquiries, please email dhrm.phd@up.ac.za

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