



Department of Human Resource Management

MPhil with specialisation in Human Resource
Management (HRM) (Coursework)
(Course code: 07250149)

Information brochure

2026

Introduction

The MPhil with specialization in Human Resource Management (MPhil HRM) **coursework degree** is a two (2) year qualification programme to enable students to gain an understanding of the strategic decisions taken in order to enhance the work experiences of employees.

The MPhil HRM programme was specially designed with this in mind, and therefore integrates theoretical components with a practical module where students are guided and coached in taking strategic decisions and thereby becoming HR leaders in industry. When selected on this programme, you will learn essential skills in taking strategic decisions and apply fundamental strategic competencies in human resource management. You will also complete a Research Methodology module which is rounded off by a mini-dissertation after the completion of the module course work.

Minimum admission requirements

Subject to the provisions of the University of Pretoria's (UP) General Rules and Regulations, as well as the Faculty of Economic and Management Sciences (FEMS) Rules and Regulations, a candidate is admitted to masters studies, only if they are in possession of have an applicable honours degree and complies with all other University of Pretoria (UP), Faculty of Economic and Management Sciences (FEMS) and Department Human Resource Management (D-HRM) admission requirements.

The number of applicants admitted to the programme is limited.

Admission to the programme is subject to supervisory capacity and/or research projects in the field of specialisation within the D-HRM.

Admission requirements

- A **BA Honours, BSoc.Sc Honours or BAdmin Honours degree within the field of Human Resource Management or Labour Relations Management** (or equivalent) (NQF level 8)
- At least **65% average or above overall for all honours modules** (NQF level 8)
- At least **65% average or above for the Research module/s and Research Report on Honours level** (NQF level 8)
- Successfully completed a **Labour Relations module** (for example ABV 700) or equivalent module on Honours level (NQF level 8)

Additional admission information

- A candidate may be refused admission to a master's degree by the Head of the Department (HOD) if they do not comply with the standard of competence in the subject as determined by the department – with the proviso that a candidate who does not comply with the required level of competence, may be admitted, provided that they complete additional study assignments and/or examinations.
- The HOD and D-HRM Postgraduate Selection Committee concerned may set additional admission requirements.
- The number of students will be determined in line with the growth strategy of the

University of Pretoria as approved by the Executive.

- Allowance will be made for the diversity profile of students.

No bridging programme from the honours degree to the master's programme is available.

Medium of instruction

The medium of instruction is English.

Compulsory contact sessions: Semester block weeks

The MPhil HRM programme is a **two-year programme**. All the course-work modules as well as the presentation of a research proposal have to be successfully completed by the end of Year 1 of the programme. Year 2 is reserved only for the completion of the research mini-dissertation, which must be submitted by 30 September of Year 2.

During Year 1 students attend on-campus contact sessions (which are compulsory) which are presented in **block weeks (two/three weeks per semester: Monday - Friday)**. **Class attendance calculated to approximately 45 days in Year 1**. Although the contact sessions are organised in a block week format, it might be necessary to meet on extra days during the semesters as well.

Students are not allowed to spread the prescribed course-work modules over a period longer than one year. It is compulsory for students to sit for all papers as specified for the respective semester. The modules presented per semester are however decided by the DHRM Postgraduate Committee and will be communicated to the students during the introduction week at the beginning of Year 1. The order of modules presented in semesters might change from year to year.

At the beginning of each semester, lecturers will discuss the prescribed books and study material. The various lecturers will also explain specific requirements regarding the study objectives and examinations.

Attendance of all contact sessions is compulsory.

Additional contact sessions per module

Dates of additional contact sessions per module during the semester will be communicated to students at the beginning of each semester in the academic year.

Duration

A student will be permitted to register for a **maximum period of two (2) years** for the MPhil Human Resource Management degree. The theoretical and practical subjects have to be completed at the end of Year 1. The research mini-dissertation has to be completed and submitted for examination by 30 September (or earlier) of Year 2.

Students need to re-register at the beginning of each year and pay the full study fees every year until the course is completed.

Fees and Funding

Information on fees and Funding and for the programme costs, please visit:

<https://www.up.ac.za/article/2749200/fees-and-funding>

Course structure and duration

The minimum duration of the MPhil HRM degree is two (2) academic years and consists of two clearly distinguishable parts, namely:

Part 1 - Year 1

A theoretical and practical component consisting of:

- the study of prescribed textbooks, scientific journals, and other scholarly research
- a compulsory contact session of one week at the beginning of each semester
- compulsory seminars and workshops throughout the year to attend.
- compulsory individual and group assignments

Part 2 - Year 2

The completion of a research mini-dissertation in your field of interest within the human resource management or labour relations management discipline. The submission date for the mini-dissertation is 30 September of Year 2.

Course work (Year 1)

The MPhil HRM is a **two-year programme**. All the compulsory course-work modules as well as the presentation of a research proposal have to be completed at the end of Year 1. Students are not allowed to spread these modules over a period longer than one year. It is compulsory for students to sit for all papers as specified for the respective semester.

The order of modules presented in semesters could change from year to year. The order of modules per semester is however decided by the Department Programme Management Committee and will be communicated to students during the introduction week at the beginning of the year.

The course modules are the following:

First-year students in the MPhil HRM degree program will study modules with content on strategic human resource management, human resource metrics, talent management, diversity dynamics, change dynamics, leadership and labour relations practice.

Research component (Year 2)

After successfully completing the coursework in Year 1, students have to write research mini-dissertation on a topic in the Human Resource Management or Labour Relations fields.

Assessment

Assessment of all assignments and research will be according to the guidelines set by the Council for Higher Education (CHE).

- A student must obtain 50% for the research essay/article to pass.
- A student must obtain 50% for each prescribed module to pass.
- To graduate with distinction (cum laude), an average of 75% must be obtained in the examination as well as the research mini-dissertation.

Registration at the professional board (SABPP)

Students will be able to register at the South African Board for People Practices (SABPP www.sabpp.co.za) as Master HR Practitioners, which is the highest professional category. It is the student's responsibility to access these websites for the latest updated information concerning student registration.

Application procedure

The D-HRM aims to complete the selection process for the master's programme in a timely manner, taking into consideration the deadline stipulated by the University application process. **To ease this process, it is advised that prospective students apply as early as possible, as provisional/conditional selection takes place before final acceptance into the programme.** The selection committee will aim to have a provisional list of students selected for the programme by the end of November 2025. This selection is provisional, and applicants will be notified of final acceptance based on their official final academic records and marks.

Note that selection into the master's programme is based on official academic marks. It is, therefore, the responsibility of applicants to ensure that all official academic records and marks are sent to the D-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 the end of January.

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.

The application procedure for acceptance into the programme is as follows:

The closing date for the admission to the University of Pretoria is 31 August 2025 for international applicants and 30 September 2025 for South African applicants.

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: ON CONDITIONAL ACCEPTANCE: EMAIL ALL YOUR FINAL OFFICIAL ACADEMIC TRANSCRIPTS to dhrm.masters@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 (It is very important that you add an explanation of the grading system/grading codes of the respective tertiary institutions where you completed your previous degrees, especially 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.

NO LATE APPLICATIONS WILL BE ACCEPTED. NO SUBMISSION OF LATE ACADEMIC RECORDS WILL BE ACCEPTED FOR SELECTION ONCE THE SELECTION PROCESS HAS BEEN FINALIZED. Students are advised to send and follow up with the department in a timely manner in this regard.

Shortlisted applicants may be invited to an assessment day during November 2025. These applicants will be notified via email.

The FINAL outcome of the application will be communicated between November and January by the Faculty of Economic and Management Sciences on the UP Online Application Portal/Admission status. Please follow up with FEMS or the department in a timely manner to prevent disappointment.

Final results from the selection process will be communicated by FEMS during the first week of December 2025 via the UP Online Portal/Admission status.

Enquiries

For any enquiries, please contact the -DHRM's **Postgraduate Administration** via

Email: dhrm.masters@up.ac.za
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