



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

**MCom Industrial Psychology**  
(Course code: 07250143)

**Information brochure**  
**2018**

## Introduction

The MCom degree will enable the graduate to be part of a small select group of professionals. The degree will equip the graduate with a solid foundation of the skills and knowledge for professional growth. You will be able to provide the organisation with professional expertise.

## Minimum admission requirements

Subject to the provisions of University of Pretoria General Rules and Regulations as well as the Faculty Economic and Management Sciences Rules and Regulations, a candidate is admitted to Magister studies only if she/he is in possession of an appropriate Honours degree and applies with all other University of Pretoria, Faculty Economic and Management Sciences and Department Human Resource Management admission requirements.

## Prerequisites for admission to the Magister degree

- A BCom Honours degree in Industrial and Organisational Psychology (IOP) or Human Resource Management (HRM).
- A minimum pass mark of 65% in the BCom Honours HRM/IOP degree.
- All applications are subject to a selection process.
- The following selection criteria will be taken into consideration:
  - Academic achievement
  - Work experience
  - Research ability
- The Head of the Department may, however, set additional admission requirements.

Applicants who obtained other qualifications than an accredited BCom Honours (Human Resource Management (HRM)/Industrial Psychology (IP)) degrees, for example BSoc.Sc (Hons), BAdmin (Honours) , BTech, BA (Hons), or ANY degree other than an accredited BCom Honours HRM/IP degree, **will not be considered for selection for the MCom Industrial Psychology programme.**

Applicants with any other than a BCom Honours HRM/IP degree, should also have to prove to the Departmental Postgraduate Committee they have successfully passed Psychometrics on Honours level (700 level) too.

Applicants who wish to apply for the Magister programme but do not have an undergraduate BCom HRM/IP degree will have to complete the following modules (or equivalents) for non-degree purposes to obtain BCom status which is a prerequisite to be admitted to the Faculty Economic and Management Sciences. Module descriptions are required if you wish to apply for credits obtained for equivalent modules passed during your undergraduate qualification.

The following undergraduate modules are required for BCom status:

Module	Level 100 First year modules	Level 200 Second year modules	Level 300 Third year modules
Industrial and Organisational Psychology (BDO)	110, 120	219, 229, 271, 272	319, 329, 371, 372 (Psychometrics), 373 (Research)
Business Management (OBS)	114, 124		
Statistics (STK)	110/120 or 113/123		
Economics	110/120		
Financial Accounting (FRK)	111, 121		
Labour Law (ABR)			311
Labour Relations (ABV)			320

\* FRK 151: Exemption can be obtained if an exemption test is passed.

(Please refer to the BCom Hons HRM brochure)

**For any enquiries about the Commerce Special Undergraduate programme as well as information/application forms/pre-requisites for this programme, you may contact**

**Mr Ignatious Dire ([ignatious.dire@up.ac.za](mailto:ignatious.dire@up.ac.za)) at the Faculty Economic and Management Sciences.**

Applicants should have passed matric mathematics (SG=50%+, HG=40%) or another equal qualification in Mathematics, Statistics or Mathematical Statistics before they will be allowed by the Faculty to do the above-mentioned courses.

#### Medium of instruction

The medium of instruction will be English.

**Compulsory contact sessions:** Semester block weeks

Students have to attend on-campus contact weeks at the beginning of each semester as well as other scheduled contact sessions during the semester.

Although the contact sessions are organised in block week format, it might be necessary to meet on extra days during the semesters too.

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.

The nine (9) compulsory modules should all be completed in the first year.

### **Team building session**

A compulsory team building session will take place at the beginning of each semester.

### **Additional contact sessions per module**

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

### **Duration**

A student will be permitted to register for a maximum period of two (2) years for the MCom (Industrial Psychology). (The theoretical subjects as well as the research mini-dissertation have to be completed successfully within the two (2) years).

It is vital that students re-register every year until the course is completed.

### **Fees and Funding**

Please access the UP website for the information about the fee structure for the MCom programme. Bursary opportunities are also communicated on the UP website.

### **Course compilation**

**The minimum duration of the MCom degree is two academic years and consists of two clearly distinguishable parts, namely:**

#### **Part 1 - Year 1**

A theoretical 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
- a compulsory team building session
- compulsory individual and group assignments

## Part 2 - Year 2

A research mini-dissertation in your field of interest investigating an Industrial Psychology or Human Resource Management topic. The submission date for the mini-dissertation is 30 September of the second year.

### Course work (first year of study)

Apart from the eight (8) prescribed modules, EBW 801 (Research Methodology) is a compulsory module for all Magister students. This module assists you with preparing your research proposal.

The nine (9) compulsory modules should all be completed in the first year of study. Students are not allowed to spread these modules over a longer period than one year. It is compulsory for students to sit for all papers as specified for the respective semester. The modules per semester are however decided on by the Departmental Postgraduate Committee and will be communicated to the students during the introduction week at the beginning of the year.

Semester*	Module Code	Module name
1	EBW 801	Research Methodology
	NMK 801	Applied research
	PSD 806	Talent Management
	MHB 803	Advanced Assessment
	MHB 805	Strategic Human Resource Management
2	MKB 802	Change Dynamics
	MHB 801	Human Resource Management/IO Psychology Practice
	MHB 802	Diversity Dynamics
	MHB 804	Leadership

\* The presentation of modules in a semester might be switched.

### Research component (second year of study)

After successfully completing the course work, students have to write a research mini-dissertation on a topic in the Industrial Psychology fields:

- Industrial Psychology mini-dissertation (PSD 895)

### Assessment

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

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

### Industrial Psychology Internship

MCom Industrial Psychology students are obliged to register at the HPCSA as student Industrial Psychologists for the duration of their studies. It is the student's own responsibility to register at the HPCSA as student Industrial Psychologist as soon as the University of Pretoria's registration is completed at the beginning of each year.

Students who have successfully completed the MCom I modules and mini-dissertation will be allowed by the Health Professions Council of South Africa (HPCSA [www.hpcsa.co.za](http://www.hpcsa.co.za)) to register for a 12 month Industrial Psychology internship.

It is the student's responsibility to negotiate an internship opportunity with a supervisor Industrial Psychologist (complying with HPCSA registration criteria of the HPCSA) as well as with a company for the duration of the internship programmes. The Department of Human Resource Management will only act as the supervising academic institution for the duration of the internship. The internship programme and relevant documentation from the company and supervising Industrial Psychologist are submitted to the Department for approval before registration of the internship programme at the HPCSA. Quarterly reports are submitted to the Department throughout the 12-month internship period and at the end of the internship, a complete portfolio of evidence is submitted to the Department for final approval. Thereafter the intern may register to sit for the HPCSA Board Examination.

### Registration at professional boards

After successfully completing the MCom degree as well as the internship, students will have to write a board examination. Upon passing the board examination, students will be allowed to register with the Health Professions Council of South Africa (HPCSA [www.hpcsa.co.za](http://www.hpcsa.co.za)) as Industrial Psychologists.

Students will also be able to register at the South African Board for People Practices (SABPP [www.sabpp.co.za](http://www.sabpp.co.za)) as Master HR Practitioner, which is the highest professional category. It is the students own responsibility to access

these websites for the latest updated information concerning student registration.

## **Application procedure**

The application procedure consists of two (2) processes:

### **PART A:**

#### **Application for admittance to the University of Pretoria**

(closing date for the admission to the University of Pretoria application is **30 September 2017**).

Apply for admission to the University of Pretoria online via the UP website: [www.up.ac.za](http://www.up.ac.za)

International applicants are referred to <http://web.up.ac.za/default.asp?ipkCategoryID=92> **BEFORE** starting with the application process.

### **PART B:**

#### **Application for admittance to the MCom programme of the Department Human Resource Management**

(closing date for Departmental application is **30 September 2017**).

After being issued with a UP reference number, complete both parts of the Departmental application form.

The Departmental application form is available on the Departmental website at [www.up.ac.za/hrm](http://www.up.ac.za/hrm).

Please read the Important Information on the front page of the Departmental application form and submit all requested documentation electronically to the Postgraduate Administration Office ([christa.smit@up.ac.za](mailto:christa.smit@up.ac.za)) of the Department.

Applicants should adhere to all the requirements for selection before the selection panel convenes.

Results of the selection will be communicated during the first week of December via the UP online portal by the Faculty EMS administration

Forward all requested transcripts, documentation, preliminary research proposal and application form electronically to [\*\*christa.smit@up.ac.za\*\*](mailto:christa.smit@up.ac.za) **by 30 September 2017**.

**NO LATE APPLICATIONS WILL BE ACCEPTED.**

**For any enquiries please contact the Department HRM, Postgraduate  
Administration Office**

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