



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

MPhil Human Resource Management (Course code: 07255263)

Information brochure 2019

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Introduction

The MPhil Human Resource Management 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. Students will develop important skills in taking tactical decisions and applying fundamental competencies with coursework pertaining to Strategic Human Resource Management, Talent Management, Leadership, Human Resource Metrics, Diversity Dynamics, Change Dynamics and Labour Relations Practice. This programme also includes a Research Methodology module, and students need to complete a mini-dissertation in their second year of study.

Minimum admission requirements

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

Admission Requirements

- Candidates with BA Honours, BSoc.Sc Honours or BAdmin Honours degrees within the field of Human Resource Management or Labour Relations Management (or equivalent) can apply for this programme.
- At least 65% average overall, and 65% for research on Honours level need to be achieved.
- Admission to the programme is subject to supervisory capacity/and or research projects in the field of specialisation in the department. Therefore, the department has the right to limit the number of students per year. The maximum number of students to be admitted per year will be published on the departmental website.

Additional Requirements

- A candidate may be refused admission to a master's degree by the head of the department if he/she does 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 he/she completes additional study assignments and/or examinations.
- The head of department concerned may set additional admission requirements.
- Specific departments have specific requirements for admission.
- The number of students will be determined in line with the growth strategy of the University of Pretoria as approved by the Executive.
- The diversity profile of students will be aligned with UP's diversity objectives.

Applicants should have passed matric (Grade 12) mathematics (SG=50%+, HG=40%) or another equal qualification in Mathematics, Statistics or Mathematical Statistics before they will be allowed by the FEMS to do the above-mentioned courses. **For any enquiries about the Commerce Special (bridging) programme as well as information/application forms/pre-**

requisites for this programme, you may contact Mr Ignatious Dire (ignatious.dire@up.ac.za) at the Faculty Economic and Management Sciences.

Medium of instruction

The medium of instruction will be English.

Compulsory contact sessions: Semester block weeks

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

All eight (8) compulsory modules should be completed in the first year of study.

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 MPhil (Human Resource Management) degree. (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 programme is completed.

Fees and Funding

Please access the UP website for the information about the fee structure for the MCom / MPhil programme. Bursary opportunities are also communicated on the UP website <http://www.up.ac.za/fees-and-funding>

Programme compilation

The minimum duration of the MPhil 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
- a compulsory team building session
- compulsory individual and group assignments

Part 2 - Year 2

A research mini-dissertation needs to be completed within the field of human resource management. The submission date for the mini-dissertation is 30 September of the second year.

Course work (Year 1)

The eight (8) compulsory modules should all be completed in the first year of study. 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 modules per semester are however decided by the Departmental Postgraduate Committee and will be communicated to the students during the introduction week at the beginning of the year.

The content of the course contains the following:

Year 1

MODULE CODE	MODULE NAME	MODULE CREDITS
HRM 801	Strategic Human Resource Management	12.00
HRM 802	Talent Management	12.00
HRM 803	Leadership	12.00
HRM 804	Human Resource Metrics	12.00
HRM 805	Diversity Dynamics	12.00
HRM 806	Research in Practice	30.00

IPS 804	Change Dynamics	12.00
LAM 801	Labour Relations Management Practices	18.00

Year 2

HRM 807	Human Resource Management Mini-Dissertation	60.00
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Module descriptions for Year 1

<u>Module code</u>	HRM 801
<u>Module name</u>	Strategic Human Resource Management 801
<u>Module content</u>	In-depth exploration of the context and content of strategic human resource management, in conjunction with effective implementation of relevant strategic human resource management plans. Students will also become aware of the state of strategic human resource management in South African organisations.

<u>Module code</u>	HRM 802
<u>Module name</u>	Talent Management 802
<u>Module content</u>	This module will allow students to gain knowledge of fairness in employment decision-making and selection. Students will learn how to analyse jobs and work, and apply work force planning effectively.

<u>Module code</u>	HRM 803
<u>Module name</u>	Leadership 803
<u>Module content</u>	This module explores the history of leadership theory and implementing contemporary approaches to understanding leadership. This module directs students to design and deliver a leadership development programme.

<u>Module code</u>	HRM 804
<u>Module name</u>	Human Resource Metrics 804
<u>Module content</u>	HR metrics in Personnel Practice This module aims to explore the measurements used to analyse the effectiveness and value of typical Human Resource initiatives for example turnover, training, cost of labour, employee engagement and performance, employee expenses and return on human capital investment

<u>Module code</u>	HRM 805
<u>Module name</u>	Diversity Dynamics 805
<u>Module content</u>	Outcomes of the module are: <ul style="list-style-type: none"> • Knowledge, understanding and application of diversity practices in South African organisations • Ideal problem-solving concerning diversity issues in South African organisations

- Understanding issues that are detrimental for the diversity work context (i.e. stereotyping, ethnocentrism, bias).
- Displaying self and social awareness of diversity issues

Module code

HRM 806

Module name

Research in Practice

Module content

PART 1: Research Proposal & Design

This module entails learning to design a research project by formulating the framework of the study by means of a problem statement, literature review, development of research objectives/questions/hypotheses and stipulating the methodology.

PART 2: Qualitative and Quantitative research

This module entails designing quantitative and qualitative research methodology by understanding and applying the relevant approaches, designs, paradigms, sampling procedures, data collection and data analyses methods. Understanding what is implied with quality control measures in quantitative and qualitative research.

PART 3: Statistics and Computer- Based Data Analysis

- Learning how to use SPSS and AMOS for quantitative data analyses, and how to select appropriate statistics for a variety of research questions and justifying the choices from both the perspective of the design as well as the data requirements
- Learning how to conduct basic statistical analysis on SPSS and interpret the results (T-tests, ANOVA, Cross-tabs, Correlations, Descriptive statistics – both parametric and non-parametric equivalents)
- Learning how to evaluate the psychometric properties of a scale using either exploratory factor analysis (EFA) or confirmatory factor analysis (CFA).
- Gaining an understanding of the rationale and testing for measurement invariance using a CFA approach, and learning how to evaluate model fit in a SEM/CFA approach.
- Learning how to compare nested and non-nested models in SEM and understanding the difference between moderation and mediation.
- Being able to apply ethical research in practice, critically reflecting on own, and others' research and applying APA guidelines for writing academically

Module code

HRM 807

Module name

Human Resource Management Mini-Dissertation 801

Module content

This research component (Human Resource Management mini-dissertation) can be done concurrently with other modules in the first year. The student will be allowed to complete this module in the second year of study.

<u>Module code</u>	IPS 804
<u>Module name</u>	Change Dynamics 804
<u>Module content</u>	The significance of this module lies on three levels. Firstly, this module will require students to get to grips with the psychology of change in individuals and groups. Secondly, it will require students to build their own mental model of a changing post-modern society and of the organisation as change territory in order to have a full understanding of the nature and dynamics of organisational change. The third level of significance lies in the module's requirement to integrate contextualised theory of change in a framework to effectively deal with the dynamics of change and change interventions in a contemporary organisation.
<u>Module code</u>	LAM 801
<u>Module name</u>	Labour Relations Management Practices 801
<u>Module content</u>	This module encompasses Labour relations management principles; Employment contracting; SA Labour legislation; Management of grievances and Labour relations management strategies and policies

Research component (Year 2)

After successfully completing the course work in year 1, students have to complete a research mini-dissertation on a topic in the Human Resource Management field:

- HRM 807 Human Resource Management Mini-Dissertation

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.

Registration at professional board

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 application procedure consists of three (3) parts:

PART 1: Application for admittance to the University of Pretoria (closing date for the admission to the University of Pretoria application is 30 October 2018).

Apply for admission to the University of Pretoria online via the UP website: 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 2: Application for admittance to the MPhil programme of the Department Human Resource Management (closing date for Departmental application is 30 October 2018).

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.

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) of the Department.

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

Forward all requested transcripts, documentation, preliminary research proposal and application form electronically to christa.smit@up.ac.za by 30 October 2018.

NO LATE APPLICATIONS WILL BE ACCEPTED.

PART 3: Shortlisted applicants may be invited to a selection day held during November 2018. These applicants will be notified via email.

Final results from the selection process to students will be communicated during the first week of December 2018 via the UP online portal by the Faculty EMS administration.

Enquiries

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

Mrs Christa Smit at christa.smit@up.ac.za
Department Human Resource Management
Faculty Economic and Management Sciences
University of Pretoria
