



## Department of Human Resource Management

BCom Honours with specialisation in Industrial Psychology

Course code: 07240147

Information brochure for  
2026

## Introduction

The BCom Honours with specialisation in Industrial Psychology degree (hereafter referred to as BCom Honours Industrial Psychology (IP)) is a **one-year programme** offered at the Department of Human Resource Management (D-HRM) to enable students to gain a contemporary insight into the practical application of psychology in the workplace. Students will develop essential skills to apply fundamental practices in the industrial psychology field.

## Admission information

Subject to the provisions of the University of Pretoria (UP) General Regulations, the Faculty Economic and Management Sciences (FEMS) Postgraduate Yearbook and subject to rules and regulations of the D-HRM a candidate can be admitted to BCom Honours studies only if they have an appropriate BCom IP undergraduate degree and complies with all other UP, FEMS and D-HRM rules and regulations and admission requirements.

The number of applicants admitted to the programme is limited.

## Admission requirements

- A **BCom degree in Industrial-Organisational Psychology (IOP) or equivalent degree** (NQF level 7) completed (or to be completed by the end of the current academic year)
- At least 65% average or above for IP modules on 3rd-year level: BDO 319, BDO 329, BDO 372 (Psychometrics), and BDO 373 (Research Methodology) or equivalent modules if the qualification has been obtained at another University (NQF level 7)
- At least 65% average or above for a Research Methodology module on a 2nd or 3rd-year level
- Successfully completed Psychometrics as a module(s) on the undergraduate level.

## Additional admission information

1. Applicants should have passed Grade 12 Mathematics (SG=50%+, HG=40%) or another equal qualification in Mathematics, Statistics or Mathematical Statistics before being admitted to the Faculty of Economics and Management Sciences (EMS) for postgraduate studies.
2. Applicants who have obtained **other qualifications than an accredited BCom IP** undergraduate degree, for example, BSoc.Sc, BAdmin, BTech, BA, or **ANY** degree other than a BCom degree, will **not** be considered for selection for the BCom Honours IP programme. **For any enquiries about the Commerce Special Undergraduate programme (bridging to BCom) and information/application forms/pre-requisites for this bridging programme, you may contact Mr Petrick Mashaba (petrick.mashaba@up.ac.za) at the Faculty of Economic and Management Sciences, Postgraduate Admission Office.**

Applicants other than a BCom undergraduate degree (non-BCom holders) might apply for the bridging programme if they obtained an **average of 65% or above for the undergraduate degree**. By successfully completing the following MINIMUM number of modules on the undergraduate level (non-degree purposes (NDP)) as part of the Faculty of Economic and Management Sciences (FEMS) Commerce Special Undergraduate BRIDGING programme, BCom status to apply for the honours programme could be

granted and students may be considered during the selection process. Completing the bridging programme does NOT mean automatic entrance into the honours programme.

A minimum average of 65% must be obtained for all the Level 3 modules of the bridging programme. An academic average of at least 65% or above is a minimum requirement for application for the BCom Honours Human Resource Management and Labour Relations (HRM/LR) programme or the BCom Honours IP programme. Obtaining a minimum average of 65% does not guarantee automatic selection and admission to the Honours programme.

The minimum modules to apply for the **BCom Honours IP** programme are:

Module*	First year: Level 100	Second year: Level 200	Third year: Level 300
***Industrial and Organisational Psychology (BDO)	BDO121	<p><b>Students before 2021:</b> BDO221; BDO222; BDO223; BDO272</p> <p><b>From 2022 for admission:</b> BDO214; BDO224 BDO272</p>	<p>BDO319; BDO329; BDO373 (Research <b>65% minimum requirement</b>); BDO372 (Psychometrics) (the average of all BDO level 300 modules should be above 65%)</p>
***Business Management (OBS)	OBS114; OBS124		
***Statistics (STK)	STK110 or **(STK113 and STK123)		
***Economics (EKN)	EKN110; EKN120		
***Financial Accounting (FRK)	FRK111; FRK122		
Labour Relations (ABV)			ABV320

\* Module descriptions are on the UP website on the general UP yearbook page  
<https://www.up.ac.za/yearbooks/2024/EMS-faculty/UD-programmes/view/07130144>

A minimum average of 65% needs to be obtained for all the Level 3-modules of your undergraduate degree. An academic average of at least 65% or above (for third year level modules) is a minimum requirement for application for the BCom Honours HRM/LR programme or the BCom Honours IP programme.

- Notwithstanding the above requirements, the applicants may be required to repeat one or more of the above-mentioned modules, or to pass an entrance examination when the following conditions prevail:
  - The course content of the applicant's undergraduate course in IP differs from the course of the University of Pretoria.



- If there is any doubt about the academic standard of the applicant's qualifications, irrespective of an average mark of 65% or higher.
4. The Head of the Department (HOD) and the Departmental Postgraduate Selection Committee (PGC) concerned may set additional admission requirements.
  5. Specific departments have specific requirements for admission.
  6. The number of students will be determined in line with the growth strategy of the University of Pretoria as approved by the Executive.
  7. Allowance will be made for the diversity profile of students.
  8. Applicants should adhere to all the requirements for selection **before** the selection panel convenes in November.

## The curriculum of the BCom Honours IP

The content of the degree will include modules related to psychometrics, psychological assessment, industrial counselling, workforce planning, organisational psychology, diversity management, employee health and safety, and research methodology.

## Programme organisation

### General

The University of Pretoria is a residential campus, and lectures for 2026 will adopt a hybrid approach (70% on-campus contact sessions- during block weekends - and 30% online contact sessions). All contact sessions are compulsory. Face-to-face contact sessions will be presented on the Hatfield campus, and online contact sessions will be presented on various virtual platforms (i.e. Teams, BlackBoard Collaborate).

#### **The block weekends will comprise the following:**

- An orientation day will be presented on the Thursday (08h00 – 16h30) before the first face-to-face contact sessions start of the first block weekend in 2026. This orientation day is compulsory.
- Six Fridays in the first semester from 08h00-16h30
- Six Saturdays in the first semester from 07:30-13h30
- Five Fridays in the second semester from 08h00-16h30
- Five Saturdays in the second semester from 07:30-13h30

#### **The online classes will be scheduled as follows:**

- Weeknight evenings from 18:00-21:00 (Monday to Wednesday) as determined by the respective lecturers. Wherever possible, evening classes will not be scheduled in the week of the face-to-face block weekend.

**Irrespective of teaching mode (online or physical contact sessions), all class attendance is compulsory.** Upon acceptance into the program, a calendar outlining the class schedules and dates will be made available in December 2025.

Lectures will commence mid-February 2026 and continue until the end of November, and the programme extends over one academic year only. Dates for the block weekends will be made available in December 2025.

### Assessment

Examination of modules takes place in April/May/June and in October/November using examinations that can include sit-down written exam papers, portfolios, or examination assignments. The examination dates will be available when the program commences in February 2026.

### Timetable and Study Guides

A timetable and study guides will be available to students before the lectures commence.

### Prescribed books

Students will be provided with a complete list of titles and authors of prescribed textbooks when they attend the first lecture of the respective modules. Most module readings will be from scientific articles online via the Library portal.

### Format of lectures and student participation

A student-oriented approach is followed, and the lecturers are facilitators during class discussions. Students are scheduled according to a programme to prepare and present the study themes as provided by the lecturers. **Students will also be expected to engage in group work. Attendance of all lectures is compulsory.**

### Fees and Funding available

Several University, NRF and private study bursaries and loans are available to postgraduate students with academic merit. Please visit the following link on the UP website:  
<https://www.up.ac.za/student-fees/article/2735935/postgraduate-tuition-fees-per-faculty>

**If selected for the program, each student must secure funding for tuition, related study expenses, and fees BEFORE confirming acceptance into the programme.** Students must register and pay the UP-registration fees before the registration deadline in February 2026. Students who fail to do so will not be allowed to continue with the programme.

Information on bursaries and loans is available on the UP website/Fees and Funding:  
<https://www.up.ac.za/article/2749200/fees-and-funding>

### Application procedure

D-HRM aims to complete the selection process for the honours 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. This selection is provisional, and applicants will be notified of final acceptance based on their official final academic records and marks.

Take note that selection into the honours 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 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 end of January 2026. Please refer all queries related to selection to the postgraduate office email at [dhrm.hons@up.ac.za](mailto:dhrm.hons@up.ac.za)

**BEFORE** starting with the application process, international applicants are referred to <https://www.up.ac.za/postgraduate-studies/article/3180154/international-matters>

Note that the closing date for UP online application for **international applicants** is **31 August 2025**

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

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

**All online UP applications open 1 April 2025 for the 2026 intake. 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** (opens 1 April 2025)

Application for admittance to the University of Pretoria. Apply online for admission to the University of Pretoria at: <https://www.up.ac.za/online-application/article/2445192/apply-at-the-university-of-pretoria>

**Step 2: ON CONDITIONAL ACCEPTANCE: SEND FINAL OFFICIAL ACADEMIC TRANSCRIPTS TO THE DEPARTMENT to [dhrm.hons@up.ac.za](mailto:dhrm.hons@up.ac.za)**

Once a student has received provisional /conditional acceptance, they are required to send their official academic records to the department as soon as they are available and upload the results on the student portal which will then be used to finalise the selection process. **Take note, even if you are a current UP student, it is still expected that you email and upload your official results.** No student will be accepted into the programme without complete academic records indicating that the student did obtain the appropriate undergraduate degree as set out in the requirements.

**NO LATE APPLICATIONS WILL BE ACCEPTED. NO SUBMISSION OF LATE ACADEMIC RECORDS WILL BE ACCEPTED FOR SELECTION ONCE THE SELECTION PROCESS HAS BEEN FINALISED.** Students are advised to send and follow up with the department in a timely manner in this regard by emailing [dhrm.hons@up.ac.za](mailto:dhrm.hons@up.ac.za).

The FINAL outcome of your application will be communicated between December 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 in order to prevent disappointment.

Fees and Funding information are available on the UP website. Please access the link for more information about programme fees or available funding <https://www.up.ac.za/article/2749200/fees-and-funding>

## Enquiries

For any administrative-related enquiries, please contact the department's **Postgraduate Administration Office** via email at either [dhrm.hons@up.ac.za](mailto:dhrm.hons@up.ac.za) or Ms Zanele Matlou ([zanele.matlou@up.ac.za](mailto:zanele.matlou@up.ac.za)). For any programme-related inquiries, please contact the Honours Programme Manager, Prof Eileen Koekemoer ([eileen.koekemoer@up.ac.za](mailto:eileen.koekemoer@up.ac.za)).

Department of Human Resource Management  
Faculty Economic and Management Sciences  
University of Pretoria

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