



Department of Human Resource Management

2026 PhD Programmes

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

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

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

PhD

Human Resource Management (07267144)
Industrial and Organisational Psychology (07267145)
Organisational Behaviour (07267003)

Applications for 2026 are open.

We are pleased to announce that we are accepting applications for our PhD programme specialising in Human Resource Management, Industrial-Organisational Psychology, or Organisational Behaviour. The programme includes a special learning programme in the Faculty of Economic and Management Sciences. The programme is for students beginning study in January of 2026. While most programmes on the continent follow a “one student-one supervisor” approach to doctoral study, which mainly includes self-study, we have designed a learning programme that includes one year of seminars and proposal development at the University of Pretoria. Seminars include training in theory and the body of academic literature, research methodology, and quantitative and qualitative research methods. Seminars are led by internationally renowned scholars who are Faculty at the University of Pretoria and some who visit from abroad to teach in this programme.

We seek outstanding students to participate in this Faculty of Economic and Management Sciences programme. Applicants must have excellent English writing skills and maths ability, as students will be expected to write scholarly in developing a PhD thesis proposal and perform rigorous statistical analyses. Students must come to the University of Pretoria Hatfield campus for seminars for approximately 16 weekends in 2026. 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 some weekday online seminars. During the first year, students will be assigned one or more study leaders and expected to develop a PhD proposal during the first year of registration. 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 seek self-motivated applicants interested in becoming scholars in South Africa or internationally. In deciding whether UP is the place for your doctoral studies, please consider your career goals and 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 organisations, 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 and 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 a 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 is made towards completion of the thesis continuously.** 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 at the discretion of the Deputy Dean of 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 on time, aligned with the deadline stipulated by the University of Pretoria 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 provisionally selected for the programme by the end of July. This selection is conditional, and applicants will be notified of final acceptance based on their official final academic transcripts, marks, and additional selection criteria.

Since the initial screening for admission to the PhD programme is also based on official academic marks, applicants must 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 August 2025.

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 relevant PhD programme on 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 email the required documentation to the department. The **fourth step** for a provisionally screened applicant includes a psychometric assessment, a writing exercise and further assessments, and an interview by a selection panel.

It is important to note that the programme is very competitive, and even though many applicants qualify based on minimum requirements, we can only accept a limited number of students due to capacity constraints. An initial number of applicants will be invited for assessment to make the selection fair, and only a few students will be offered positions. The assessments will be based on

online training and self-study readings, which the department will supply. The maximum number of students who will be offered positions for 2026 is between four and six, depending on supervisory capacity. We envision to let applicants know by 31 July if they have been provisionally accepted. Materials for the assessment will be supplied during August 2025, and the evaluation will take place in the middle of October 2025. Positions will be offered during November 2025.

The closing date for all applications (international and South African citizens) is 30 June 2025.

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:

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 final selection panel convenes in November. After the initial screening, applicants will be invited for psychometric testing and assessments, including essay writing and an online interview. A selection panel screens all the information and finalises the list of students accepted to the programme. Only if a student declines the offer for a placement on the programme will the next person on the list be offered a position.

If your career goals include a research interest, please jumpstart your career by applying to this programme. We aim 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