

University of Pretoria Yearbook 2019

BAdmin Public Management and International Relations (07131175)

Minimum duration of study 3 years

Total credits 375

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Programme information

This programme is directed towards the study of Public Administration that will equip the candidate for a career in the broad public sector. Candidates will gain in-depth knowledge of certain administrative and management practices in the South African and international public sectors. Emphasis is placed on the three spheres of government with reference to aspects such as resources management, international administration and management, policy, accountability and ethics, the role of the state, intergovernmental relations and administrative justice.

Students who achieved 70% and above in English Home Language (an A or a B), and 80% and above in English First Additional Language (only an A) in the NSC (or equivalent) will be exempted from ALL 124 and therefore do not have to register and pass this module to complete their degrees. Students who achieved 69% and below in English Home Language (a C and below), and 79% and below in English First Additional Language (a B and below) have to register for ALL 124 and pass this module in order to be awarded their degrees.

Admission requirements

- The following persons will be considered for admission: a candidate who is in possession of a certificate that is deemed by the University to be equivalent to the required Grade 12 certificate with university endorsement; a candidate who is a graduate from another tertiary institution or has been granted the status of a graduate of such an institution; and a candidate who is a graduate of another faculty at the University of Pretoria.
- Life Orientation is excluded when calculating the APS.

Minimum requirements

Achievement level

English Home Language or English First Additional Language

NSC/IEB	AS Level	Mathematics	
		NSC/IEB	AS Level
		Mathematics	
5	C	3 or	D
		Mathematics	
		Literacy 4	

APS

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* Cambridge A level candidates who obtained at least a D in the required subjects, will be considered for

admission. International Baccalaureate (IB) HL candidates who obtained at least a 4 in the required subjects, will be considered for admission.

Other programme-specific information

Note: See the alphabetical list of modules for prerequisites of all modules.

Language (German, English, French, Arabic, Mandarin, Russian, Spanish)

Please note: Candidates who did not obtain at least 4 (50-59%) in Mathematics in Grade 12, or who did not pass Statistics 113, 123, may not include EKN 120, 214, 234, 310, 320 and STK 110, 120 in their curriculum. Refer also to faculty prerequisites for these modules.

Specialisation modules for this degree are PAD 312 and 322

"Major subject"

To be considered a "major subject" the equivalent of four 14-week modules, including two at 300-level, must be passed provided that only two 14-week modules, or the equivalent thereof, that are not preceded by the 100- and 200-level modules, may be taken for degree purposes. In other words, at least four 14-week modules must be taken at 300-level that are preceded by the 100- and 200-level, except for modules offered on 200- and 300-level only.

Promotion to next study year

According to General Regulation G.3 students have to comply with certain requirements as set by the Faculty Board.

- A student must pass at least 4 core semester or 2 core year modules to be admitted to the subsequent year of study.
- If a student has passed less than the required minimum of 4 core semester or 2 core year modules, he/she will not be readmitted to the Faculty of Economic and Management Sciences. Such a student may apply in writing to the Faculty's Admissions Committee to be readmitted conditionally - with the proviso that the Admissions Committee may set further conditions with regards to the student's academic progress. The Faculty's Admissions Committee may deny a student's application for readmission.
- If a student has been readmitted conditionally, his/her academic progress will be monitored after the first semester examinations to determine whether he/she has complied with the requirements set by the Admissions Committee. If not, his/her studies will be suspended.
- A student whose studies have been suspended because of his/her poor academic performance has the right to appeal against the decision of the Faculty's Admissions Committee.
- A student may be refused promotion to a subsequent year of study if the prescribed tuition fees are not paid.
- A student may be refused admission to the examination, or promotion to a subsequent year of study or promotion in a module (if applicable) if he/ she fails to fulfil the attendance requirements. Class attendance in all modules and for the full duration of all programmes is compulsory for all students.

Pass with distinction

- A degree may be awarded with distinction provided the candidate meets the following criteria:



- i. Completes the degree within three years;
 - ii. Obtains a Cumulative Grade Point Average (CGPA) of 75%;
 - iii. Repeated passed modules will not be considered. The initial pass mark of module will be used when calculating the GPA.
- b. A degree will only be awarded with distinction to transferees from other degrees in the Faculty of Economic and Management Sciences, other faculties and from other universities who still complete their bachelor degrees within three years (including the years registered for the other degree and credits transferred and recognised).
- c. The GPA will be not be rounded up to a whole number.
- d. Exceptional cases will be considered by the Dean.

Curriculum: Year 1

Minimum credits: 106

Fundamental modules

Academic information management 111 (AIM 111)

Module credits 4.00

Service modules

Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Economic and Management Sciences
Faculty of Humanities
Faculty of Law
Faculty of Health Sciences
Faculty of Natural and Agricultural Sciences
Faculty of Theology and Religion

Prerequisites No prerequisites.

Contact time 2 lectures per week

Language of tuition Module is presented in English

Department Information Science

Period of presentation Semester 1

Module content

Find, evaluate, process, manage and present information resources for academic purposes using appropriate technology.

Academic information management 121 (AIM 121)

Module credits 4.00

Service modules

Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Economic and Management Sciences
Faculty of Humanities
Faculty of Law
Faculty of Health Sciences
Faculty of Natural and Agricultural Sciences
Faculty of Theology and Religion
Faculty of Veterinary Science

Prerequisites No prerequisites.

Contact time 2 lectures per week

Language of tuition Module is presented in English

Department Informatics

Period of presentation Semester 2

Module content

Apply effective search strategies in different technological environments. Demonstrate the ethical and fair use of information resources. Integrate 21st-century communications into the management of academic information.

Academic literacy for Economic and Management Sciences 124 (ALL 124)

Module credits	6.00
Service modules	Faculty of Economic and Management Sciences
Prerequisites	No prerequisites.
Contact time	2 lectures per week
Language of tuition	Module is presented in English
Department	Unit for Academic Literacy
Period of presentation	Semester 1 and Semester 2

Module content

This module is intended to equip students with the competence in reading and writing required in the four high impact modules: Business Management, Financial Accounting, Statistics and Economics. Students will also be equipped to interpret and draw figures and graphs and to do computations and manage relevant formulas. Students attend two lectures per week during semester two.

This module is offered by the Faculty of Humanities.

Academic orientation 107 (UPO 107)

Module credits	0.00
Language of tuition	Module is presented in English
Department	Economic and Management Sciences Deans Office
Period of presentation	Year

Core modules

Economics 110 (EKN 110)

Module credits	10.00
Service modules	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences
Prerequisites	No prerequisites.
Contact time	1 discussion class per week, 2 lectures per week
Language of tuition	Module is presented in English
Department	Economics

Period of presentation Semester 1

Module content

This module deals with the core principles of economics. A distinction between macroeconomics and microeconomics is made. A discussion of the market system and circular flow of goods, services and money is followed by a section dealing with microeconomic principles, including demand and supply analysis, consumer behaviour and utility maximisation, production and the costs thereof, and the different market models and firm behaviour. Labour market institutions and issues, wage determination, as well as income inequality and poverty are also addressed. A section of money, banking, interest rates and monetary policy concludes the course.

Public administration 112 (PAD 112)

Module credits 10.00

Service modules Faculty of Humanities

Prerequisites No prerequisites.

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department School of Public Management and Administration

Period of presentation Semester 1

Module content

This module in public administration is designed specifically to assist students in understanding the role of public administration in a modern state, the unique characteristics of public administration, the schools and approaches in public administration and introducing the various generic administrative functions. The discipline of public administration has developed rapidly and by implication, has changed and shifted its paradigm over the years. The purpose of this module is to introduce public administration to the student as a field of study that makes a significant contribution to the effective administration and management of government institutions.

Public administration 122 (PAD 122)

Module credits 10.00

Service modules Faculty of Humanities

Prerequisites PAD 112 GS

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department School of Public Management and Administration

Period of presentation Semester 2

Module content

This module in public administration will introduce the constitutional framework pertaining to public administration. The South African system of government, the functions, role and powers of the executive, legislative and judicial branches of government as well as the functioning of the three spheres of government will be discussed. The module will enable the student to understand how and where public administration is practiced.

Politics 101 (PTO 101)

Module credits	24.00
Service modules	Faculty of Economic and Management Sciences
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Year

Module content

An introduction to the study of organised political society at national and international levels with specific reference to political concepts, approaches and methods. The emphasis is on state and governance as frameworks for analysis in light of the salient changes brought about at national and international levels by globalisation. Attention is paid to the corresponding dynamics of regime development, performance and change at national and international levels considering increasing challenges to national sovereignty from within and without states in a context of a growing global agenda dealing with transnational issues and challenges, such as the environment, human rights, development and humanitarian intervention.

Public resource management 110 (PUF 110)

Module credits	18.00
Contact time	3 days - 8 hours per day
Language of tuition	Module is presented in English
Department	School of Public Management and Administration
Period of presentation	Semester 1

Module content

The nature and role of public policy and decision making. Theories and models for public policy-making, implementation and analysis. Public policy design and policy decision making. Role players and stakeholders in public policy-making , implementation and analysis.

Elective modules

Industrial and organisational psychology 111 (BDO 111)

Module credits	10.00
Prerequisites	No prerequisites.
Contact time	4 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 2

Module content

*Only for BCom / BAdmin students

Introduction to industrial and organisational psychology

Industrial and Organisational Psychology is an applied field of Psychology that is involved with employee and organisational behaviour, and which has become a study field and professional speciality in its own right. This module aims to introduce the student to:

- the history and development of psychology and industrial and organisational psychology,
- the different sub-fields in psychology with special emphasis on the sub-fields of industrial and organisational psychology,
- how the different theoretical approaches in psychology view the human psyche and their views on human behaviour,
- genetics and the biological basis of human behaviour, to better understand the differences between people and to lay the foundation for ergonomical principles,
- how scientific research can be used to understand and handle human problems and to facilitate the optimal functioning of people in their work environments.

Individual processes

This section consists of the principles of learning as found in the work context. The role of perception in the work environment will be discussed by considering aspects such as shape, depth, distance and colour perceptions. Cognition, thought, reasoning, memory, creativity and decision-making will be included. Intelligence will be addressed and placed in an industrial and organisational psychology perspective.

German for beginners 104 (DTS 104)

Module credits 24.00

Prerequisites No prerequisites.

Contact time 4 discussion classes per week, 1 lecture per week

Language of tuition Module is presented in English

Department Ancient and Modern Languages and Cultures

Period of presentation Year

Module content

*No previous knowledge of or experience in German required for admission. Students who passed grade 12 German are not allowed to register for this module

An intensive introductory study of the German language focusing on the acquisition of basic communication skills, namely listening, reading, speaking and writing. It also offers a brief introduction to the culture of German-speaking countries. This module complies with the requirements for level A2 set by the "Common European Framework of Reference for Languages".

Economics 120 (EKN 120)

Module credits 10.00

Service modules Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences



Prerequisites EKN 110 GS or EKN 113 GS and at least 4 (50-59%) in Mathematics in the Grade 12 examination or 60% in STK 113 and concurrently registered for STK 123

Contact time 1 discussion class per week, 2 lectures per week

Language of tuition Module is presented in English

Department Economics

Period of presentation Semester 2

Module content

This module deals with the core principles of economics, especially macroeconomic measurement the private and public sectors of the South African economy receive attention, while basic macroeconomic relationships and the measurement of domestic output and national income are discussed. Aggregate demand and supply analysis stands core to this course which is also used to introduce students to the analysis of economic growth, unemployment and inflation. The microeconomics of government is addressed in a separate section, followed by a section on international economics, focusing on international trade, exchange rates and the balance of payments. The economics of developing countries and South Africa in the global economy conclude the course.

English 110 (ENG 110)

Module credits 12.00

Service modules Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Economic and Management Sciences
Faculty of Law
Faculty of Health Sciences

Prerequisites No prerequisites.

Contact time 2 lectures per week, 2 web-based periods per week, 1 discussion class per week

Language of tuition Module is presented in English

Department English

Period of presentation Semester 1

Module content

*Alternative evening classes - 2 discussion classes per week Introduction to Literature in English (1) This module introduces the study of literature by examining a number of texts representing different genres (poetry, prose, drama). The texts studied here will be mainly from the pre-twentieth century era and may include texts written in English from both Africa and other parts of the world. The aim of this module is to equip students with the critical and analytical skills required for a perceptive reading of poetry, novels and plays.

English for specific purposes 118 (ENG 118)

Module credits 12.00

Service modules Faculty of Engineering, Built Environment and Information Technology
Faculty of Economic and Management Sciences
Faculty of Law

Prerequisites No prerequisites.

Contact time 2 lectures per week

Language of tuition Module is presented in English

Department English

Period of presentation Semester 1

Module content

This module is intended to equip students with a thorough knowledge of English grammar and is particularly useful for those interested in a career in teaching, editing, document design or other forms of language practice.

English 120 (ENG 120)

Module credits 12.00

Service modules Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Economic and Management Sciences
Faculty of Law
Faculty of Health Sciences

Prerequisites No prerequisites.

Contact time 2 lectures per week, 1 discussion class per week

Language of tuition Module is presented in English

Department English

Period of presentation Semester 2

Module content

*Alternative evening classes: 2 discussion classes per week

Introduction to Literature in English (2)

This module introduces the study of post-nineteenth century literature by examining a number of texts representing different genres (poetry, drama, prose). Texts will be from both Africa and other parts of the world. By the end of this module students should have the background and analytical skills to perceptively read modern and contemporary poetry, novels and plays.

French for beginners 104 (FRN 104)

Module credits 24.00

Prerequisites No prerequisites.

Contact time 1 lecture per week, 4 discussion classes per week

Language of tuition Module is presented in English

Department Ancient and Modern Languages and Cultures

Period of presentation Year

Module content

*No previous knowledge of or experience in French required for admission. Students who passed grade 12 French are not allowed to register for this module.

An intensive introductory study of the French language focusing on the acquisition of basic communication skills, namely listening, reading, speaking and writing. It also offers a brief introduction to the culture of French-speaking countries. This module complies with the requirements for level A2 set by the “Common European Framework of Reference for Languages”.

Statistics 110 (STK 110)

Module credits 13.00

Service modules
Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences

Prerequisites At least 5 (60-69%) in Mathematics in the Grade 12 examination. Candidates who do not qualify for STK 110 must register for STK 113 and STK 123

Contact time 1 practical per week, 1 tutorial per week, 3 lectures per week

Language of tuition Module is presented in English

Department Statistics

Period of presentation Semester 1

Module content

Descriptive statistics:

Sampling and the collection of data; frequency distributions and graphical representations. Descriptive measures of location and dispersion.

Probability and inference:

Introductory probability theory and theoretical distributions. Sampling distributions. Estimation theory and hypothesis testing of sampling averages and proportions (one and two-sample cases). Identification, use, evaluation and interpretation of statistical computer packages and statistical techniques.

Statistics 113 (STK 113)

Module credits 11.00

Service modules
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences

Prerequisites No prerequisites.

Contact time 3 lectures per week, 1 tutorial per week, 1 practical per week

Language of tuition Module is presented in English

Department Statistics

Period of presentation Semester 1

Module content

*On its own, STK 113 and 123 will not be recognised for degree purposes, but exemption will be granted for STK 110.

Data operations and transformations:

Introductory concepts, the role of statistic, various types of data and the number system. Concepts underlying linear, quadratic, exponential, hyperbolic, logarithmic transformations of quantitative data, graphical representations, solving of equations, interpretations. Determining linear equations in practical situations. Characteristics of logarithmic functions. The relationship between the exponential and logarithmic functions in economic and related problems. Systems of equations in equilibrium. Additional concepts relating to data processing, functions and inverse functions, sigma notation, factorial notation, sequences and series, inequalities (strong, weak, absolute, conditional, double) and absolute values.

Descriptive statistics – Univariate:

Sampling and the collection of data, frequency distributions and graphical representations. Descriptive measures of location and dispersion. Introductory probability theory. Identification, use, evaluation and interpretation of statistical computer packages and statistical techniques.

The weekly one hour practical is presented during the last seven weeks of the semester.

Statistics 120 (STK 120)

Module credits 13.00

Service modules

Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences

Prerequisites

STK 110 GS or both STK 113 GS and STK 123 GS or both WST 133 and WST 143 or STK 133 and STK 143

Contact time

1 practical per week, 3 lectures per week, 1 tutorial per week

Language of tuition

Module is presented in English

Department

Statistics

Period of presentation

Semester 2

Module content

Multivariate statistics:

Analysis of variance, categorical data analysis, distribution-free methods, curve fitting, regression and correlation, the analysis of time series and indices.

Statistical and economic applications of quantitative techniques:

Systems of linear equations: drafting, matrices, solving and application. Optimisation; linear functions (two and more independent variables), non-linear functions (one and two independent variables). Marginal and total functions. Stochastic and deterministic variables in statistical and economic context: producers' and consumers' surplus, distribution functions, probability distributions, probability density functions. Identification, use, evaluation, interpretation of statistical computer packages and statistical techniques.

This module is also presented as an anti-semester bilingual module.

Statistics 123 (STK 123)

Module credits 12.00

Service modules	Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences
Prerequisites	STK 113 GS
Contact time	3 lectures per week, 1 tutorial per week, 1 practical per week
Language of tuition	Module is presented in English
Department	Statistics
Period of presentation	Semester 2

Module content

*On its own, STK 113 and 123 will not be recognized for degree purposes, but exemption will be granted for STK 110.

Optimisation techniques with economic applications: Data transformations and relationships with economic applications, operations and rules, linear, quadratic, exponential, hyperbolic and logarithmic functions; systems of equations in equilibrium, system of linear inequalities, solving of linear programming problems by means of the graphical and extreme point methods. Applications of differentiation and integration in statistic and economic related problems: the limit of a function, continuity, rate of change, the derivative of a function, differentiation rules, higher order derivatives, optimisation techniques, the area under a curve and applications of definite integrals. Probability and inference: Theoretical distributions. Sampling distributions. Estimation theory and hypothesis testing of sampling averages and proportions (one-sample and two-sample cases). Identification, use, evaluation and interpretation of statistical computer packages and statistical techniques. The weekly one hour practical is presented during the last seven weeks of the semester.

Curriculum: Year 2

Minimum credits: 141

On second year level, students should choose either Political Science **or** International Relations.

Core modules

International relations 210 (IPL 210)

Module credits	20.00
Service modules	Faculty of Economic and Management Sciences
Prerequisites	PTO 101 (GS)
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Semester 1

Module content

International theory and organisation

What causes war and peace? Can international order and justice be reconciled? Does the international structure matter? The answers depend on the theoretical lenses through which world politics are viewed. An overview is provided of competing theoretical perspectives of international relations. It includes mainstream and alternative perspectives, as well as the underlying ideas, theories and variants of each. These theories also propose different approaches to global peace, amongst others peace through international organisation. A comprehensive analysis is made of selected international organisations with a universal or regional scope, such as the United Nations, the African Union and the Southern African Development Community, and of international law that underpins these organisations and their activities.

International relations 220 (IPL 220)

Module credits	20.00
Service modules	Faculty of Economic and Management Sciences
Prerequisites	PTO 101 (GS), IPL 210(GS)
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Semester 2

Module content

Foreign policy and diplomacy

A short introduction to the study of foreign policy is followed by an explanation of the use of the comparative method and a framework for foreign policy analysis and evaluation. This allows for a comparative study of the foreign policies of selected states from the major regions of the world, amongst others of South African foreign policy. In each case study the policy environment, the formulation and implementation processes, as well as the substance of the particular state's foreign policy are covered. Thereafter the focus narrows to diplomacy: the oldest, most versatile and universally used instrument of foreign policy. The nature, history, modes of diplomacy and legal framework of the institution are explored. Examples are drawn from global practice, with specific consideration of the evolution of diplomatic practice within the African and South African context.

Communication management 284 (KOB 284)

Module credits 5.00

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department Division of Communication Management

Period of presentation Quarter 4

Module content

*Module content will be adapted in accordance with the appropriate degree programme. Only one of KOB 281-284 may be taken as a module where necessary for a programme.

Applied business communication skills

Acquiring basic business communication skills will enhance the capabilities of employees, managers and leaders in the business environment. An overview of applied skills on the intrapersonal, dyadic, interpersonal, group (team), organisational, public and mass communication contexts is provided. The practical part of the module (for example, the writing of business reports and presentation skills) concentrates on the performance dimensions of these skills as applied to particular professions.

Public administration 212 (PAD 212)

Module credits 16.00

Service modules Faculty of Humanities

Prerequisites PAD 112 or PAD 122 with a GS in the other

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department School of Public Management and Administration

Period of presentation Semester 1

Module content

This module in public administration constitutes an in-depth analysis of the generic administrative functions, including, policy making, organising, financing, staffing and control. Students will thus be equipped with knowledge and skills related to government strategic planning, policy-making and decision-making, budgeting, public procurement, human resource management functions and employment legislation impacting on human resources within public organisations.

Public administration 222 (PAD 222)

Module credits	16.00
Service modules	Faculty of Humanities
Prerequisites	PAD 212 GS
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	School of Public Management and Administration
Period of presentation	Semester 2

Module content

This module in public administration introduces the student to the process of planning, executing and evaluating research in the public sector. Students will be enabled to identify, plan, execute and present a research project. This is a service learning module and as such students will be expected to complete approximately 15 hours service learning and submit a portfolio as part of their formal assessment.

Political science 210 (STL 210)

Module credits	20.00
Service modules	Faculty of Economic and Management Sciences
Prerequisites	PTO 101(GS)
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Semester 1

Module content

Political dynamics (Micro)

The study of the theory and practice of behavioural phenomena in politics. With reference to appropriate examples, the emphasis is on the study of political culture, leadership, communication, interests groups, parties and party systems; on elections, electoral systems, voting behaviour; and on public opinion and direct popular control techniques.

Political science 220 (STL 220)

Module credits	20.00
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Service modules	Faculty of Economic and Management Sciences
Prerequisites	PTO 101 (GS), STL 210(GS)
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Semester 2

Module content

Political dynamics (Macro)

A theoretical basis and framework is provided for the description, analysis and classification of political and policy problems. The emphasis is on the nature of the state, governance and conflict in Africa. Amongst others a study is made of the issues of colonialism and post-colonialism, democratisation, authoritarianism and the development of the state in Africa, in the context of a globalising world.

Elective modules

Industrial and organisational psychology 221 (BDO 221)

Module credits	10.00
Prerequisites	BDO 111 GS. May not be included in the same curriculum as SLK 110/120
Contact time	4 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 1

Module content

*Only for BCom / BAdmin students

Human development and personality

This module consists of a discussion of the life span and important periods in human development with emphasis on their meaning in the work context. With regard to personality, the following themes will be addressed: the cultural context of personality, its formation and determinants of personality; personality as determinant of behaviour as well as the development and maintenance of self-image. Attention will be given to the basic methods of personality measuring and personality assessment.

Motivation and employee well-being

One of the many factors that form part of individual processes is Motivation and Emotion. An understanding of individual processes will contribute to an understanding of how and why employees perform in their workplaces. The first part of this semester course aims to introduce the student to the foundational theories of motivation and emotion. The second part of this semester course is concerned with the recognition and classification of psychological disorders and the management and promotion of psychological well-being in organisations. A positive view of psychological health aims at facilitating people's inner resources or strengths and resiliencies so that they stay healthy and cope effectively.

Industrial and organisational psychology 222 (BDO 222)

Module credits	16.00
Prerequisites	BDO 111 GS, BDO 221 GS
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 2

Module content

*Only for BCom / BAdmin students

Group behaviour and leadership

This module will focus on organisational behaviour with specific reference to the principles of group behaviour and the role of work teams in the organisation. Particular attention will be paid to group development, group interaction, group structures, group processes and the promotion of team performance in the organisation. Leadership and the effect of power and politics in the organisation will be studied. The function of leadership in individual, group and task-oriented behaviour will also be addressed.

Organisational behaviour

The behavioural basis for organisational structuring and organisation design will be addressed. This will include organisational culture as an important facet in any organisation. The dynamics and approaches to organisational change will be addressed with specific reference to the role of change agents, resistance to change and organisational development with a practical discussion of the contemporary problems of organisational change, personnel turnover, fatigue, boredom, absenteeism, conflict accidents.

Industrial and organisational psychology 223 (BDO 223)

Module credits	16.00
Prerequisites	BDO 111 GS, BDO 221 GS
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 2

Module content

*Only for BCom / BAdmin students

Employee health and ergonomics

This section focuses on actual and important aspects of safety and health management in organisations, as well as the nature and role of ergonomics therein. These aspects are theoretically and practically covered, providing the student with the knowledge and skills required in the organisational psychology and human resource management field.

Workforce diversity

This section will focus on the development of sensitivity towards a diverse employee corps and the development of mutual respect and tolerance between individuals and groups in any organisation. Particular attention will be given to the prerequisites for the effective implementation of a diversity management programme in an organisation.

Economics 214 (EKN 214)

Module credits 16.00

Service modules

Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences

Prerequisites

EKN 110 GS & EKN 120 OR EKN 113 GS & EKN 123; & STK 110 GS OR STK 113 & STK 123 & STK 120/121 or concurrently registered for STK 120/121 OR WST 111 & WST121 are prerequisites instead of STK 120/121 or WST 111 and concurrently registered for WST 121.

Contact time

3 lectures per week

Language of tuition

Module is presented in English

Department

Economics

Period of presentation

Semester 1

Module content

Macroeconomics

From Wall and Bay Street to Diagonal Street: a thorough understanding of the mechanisms and theories explaining the workings of the economy is essential. Macroeconomic insight is provided on the real market, the money market, two market equilibrium, monetarism, growth theory, cyclical analysis, inflation, Keynesian general equilibrium analysis and fiscal and monetary policy issues.

Economics 234 (EKN 234)

Module credits 16.00

Service modules

Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences

Prerequisites EKN 214 and STK 120/121 or WST 121 OR concurrently registered for STK 120/121 or WST 121.

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department Economics

Period of presentation Semester 2

Module content

Macroeconomics

Application of the principles learned in EKN 214 on the world we live in. We look at international markets and dynamic macroeconomic models, and familiarise the students with the current macroeconomic policy debates. We also take a look at the latest macroeconomic research in the world. The course includes topics of the mathematical and econometric analysis of macroeconomic issues.

Public law 200 (PBL 200)

Module credits 20.00

Service modules Faculty of Humanities

Prerequisites No prerequisites.

Contact time 2 lectures per week

Language of tuition Separate classes for Afrikaans and English

Department Public Law

Period of presentation Year

Module content

*For LLB, BA specialising in law; BAdmin and BCom law

- (a) Introduction to constitutional law theory
- (b) Basic principles: the law, the state and the individual
- (c) The historical development of the South African constitutional law
- (d) Different elements of a state
- (e) Sources of the South African constitutional law
- (f) The founding provisions, the legal order and symbols of the South African state
- (g) Cooperative government
- (h) The national legislative authority
- (i) The president and the national executive authority
- (j) Provincial government
- (k) Judicial authority
- (l) The Bill of Rights: History of human rights in South Africa, jurisprudential and political perspectives on human rights, application, justiciability and interpretation of the bill of rights, jurisdiction, procedures and remedies, limitation of human rights, an analysis of selected human rights
- (m) State institutions supporting constitutional democracy
- (n) The public administration
- (o) The South African security services
- (p) General provisions

Legal interpretation 210 (RVW 210)

Module credits	10.00
Prerequisites	No prerequisites.
Contact time	2 lectures per week
Language of tuition	Separate classes for Afrikaans and English
Department	Public Law
Period of presentation	Semester 1

Module content

*For LLB, BAdmin, BA specialising in law and BCom Taxation

Statute law:

- (a) General introduction: relationship between text and context
- (b) What is legislation: categories and types of legislation
- (c) The structure and format of legislation (enacted law texts)
- (d) Commencement, amendment and demise of legislation

Principles of interpretation:

- (a) How to interpret legislation: various theories and methods of interpretation and the influence of the supreme Constitution on statutory interpretation
- (b) Internal and external aids to determine the legislative purpose
- (c) So-called peremptory and directory provisions
- (d) Statutory interpretation and judicial lawmaking
- (e) Basic principles of constitutional interpretation

Curriculum: Final year

Minimum credits: 140

On third year level, students should choose either Political Science **or** International Relations.

Core modules

International relations 310 (IPL 310)

Module credits	30.00
Service modules	Faculty of Economic and Management Sciences
Prerequisites	PTO 101, IPL 210(GS), 220(GS)
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Semester 1

Module content

International political economy

The nature and functioning of the international contemporary political-economic order are analysed against the background of the process of globalisation. The focus is on the interaction of political and economic trends and issues such as the economic importance and political impact of regional trade blocs; the debt burden of states; international aid; the role and influence of multinational corporations; and the transfer of technology to less-developed countries; the rise of new economic powers in the Global South; and global economic governance.

International relations 320 (IPL 320)

Module credits	30.00
Service modules	Faculty of Economic and Management Sciences
Prerequisites	PTO 101, IPL 210(GS), 220(GS), 310(GS)
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Political Sciences
Period of presentation	Semester 2

Module content

Security and strategic studies

A study of traditional and contemporary approaches to security and strategy. Attention is paid to new theories on war, security and strategy; military and non-military security issues and threats; the national security of developing states; as well as the relationship between policy, strategy and tactics. The latter includes an introductory overview of the nature, levels, patterns, forms and instruments of strategy, and the laws of war. The national, regional and continental security situation in Africa and modes of multilateral security cooperation in particular are analysed, also in relation to extra-continental trends. Regarding the aforesaid, emphasis is placed on the legal and institutional framework, national security policy and strategic posture of South Africa.

Public administration 312 (PAD 312)

Module credits	20.00
Service modules	Faculty of Humanities
Prerequisites	PAD 112, PAD 122, PAD 212 or PAD 222 with a GS in the other
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	School of Public Management and Administration
Period of presentation	Semester 1

Module content

This module in public administration is designed specifically to assist students to have a better understanding regarding the depth, origin and development of ethics in public service and administration. The emphasis here is on building responsive public servants whose duties and responsibilities do not only encourage the effective and efficient functioning of public organisations in an aim to facilitate better service delivery to all, but also apply ethical personal and organisational codes and standards in their daily operational activities. The purpose of this module is to enable the student to apply, synthesise and abstract theory into practice for a better public service of the future.

Public administration 322 (PAD 322)

Module credits	20.00
Service modules	Faculty of Humanities
Prerequisites	PAD 312 GS
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	School of Public Management and Administration
Period of presentation	Semester 2

Module content

This module on public administration is designed to broaden the view of students on the understanding of the origin and development of administrative systems. The emphasis is on the practical application of knowledge to problems of developing societies. Increasing global interdependence require scholarly interest in comparative public administration. A motivating force for comparative Public administration is the search for discovering regularities in administrative processes and behaviours throughout the human experience, irrespective of place and time.

Political science 310 (STL 310)

Module credits 30.00

Service modules Faculty of Economic and Management Sciences
Faculty of Humanities

Prerequisites PTO 101, STL 210(GS), 220(GS)

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department Political Sciences

Period of presentation Semester 1

Module content

Political theory

A theoretical and normative study of political ideas. This includes the study of key political thinkers such as Plato, Thomas Hobbes and John Rawls as well as the contemporary manifestations of ideologies such as liberalism, socialism, conservatism and nationalism. This normative assessment of politics concludes with a critical evaluation of the development, nature and practical value of prominent democratic theories including participatory, legal, and deliberative democracy.

Political science 320 (STL 320)

Module credits 30.00

Service modules Faculty of Economic and Management Sciences

Prerequisites PTO 101, STL 210(GS), STL 220(GS), 310(GS)

Contact time 3 lectures per week

Language of tuition Module is presented in English

Department Political Sciences

Period of presentation Semester 2

Module content

Part 1: Democratic studies

A high level critical analysis of democratic theory and practice. The analysis of democratic theory will include themes such as classical, radical, deliberative and feminist perspectives. The analysis of democratic practice will include aspects such as democratisation, democratic consolidation, democratic citizenship and society, the role and importance of civil society, the institutions and procedures for democracy and “good governance”.

Part 2: Political analysis

The methods and practice of political analysis is the focus of study. The principles and problems underpinning different approaches and methods of political analysis are described and explained. This includes the nature, methods and use of comparative analysis, forecasting, risk analysis, performance evaluation and the political audit. These analytical methods are positioned in a political and policy context, with emphasis on practical application. Applicable examples and case studies are used throughout.

Elective modules

Industrial and organisational psychology 319 (BDO 319)

Module credits	20.00
Service modules	Faculty of Health Sciences
Prerequisites	BDO 110, 120; BDO 219 GS, BDO 229 GS (except for Business Management students).
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 1

Module content

Human resource management systems

This section provides an introduction to human resource management systems and addresses current developments and problems in the field, which will be comprehensively addressed and include the following: job analysis, description, specification, and design, remuneration theory and systems, job evaluation and grading as well as benefit and fringe-benefit systems. Remuneration systems as motivation for employees will also be included.

Human resources provision

Human resources provision will be presented from an industrial psychological perspective and will include the following themes: human resources planning; macro and micro variables which could affect personnel forecasting and provision; human resource information systems; the auditing of skills as well as techniques such as recruitment, selection, placement and induction.

Industrial and organisational psychology 329 (BDO 329)

Module credits	20.00
Service modules	Faculty of Health Sciences
Prerequisites	BDO 319 GS

Contact time	3 lectures per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 2

Module content

Performance management, training and development/Virtual organisations

This section will address the main characteristics of a performance management system and will focus on the strategic and motivational value of the process and will address the following: the basic concepts in performance management, the performance management process, performance management methods, and the performance appraisal interview. This module will also address training and development in the workplace and will specifically emphasise the training process. This will include: basic concepts in training and development, the training process, needs assessment, design and implementation of a training programme and legislation related to training and development in SA. Virtual organisation is the result of social, economic and technological change. This section focuses on the relevant definitions and characteristics. You must understand the differences between virtual organisations and traditional organisations. This includes the role and impact of HR on virtual organisations.

People and career development

This section will address current methods that can be used to develop human resources and to present career development programmes in order to promote performance at both an individual and organisational level. Emphasis will be on the implications of changes in organisations to careers, career concepts, career management models, life and career stages, career issues, organisational choice, career development support practices, and emerging human resource practices. The integration of individual career expectations with the organisation's requirements and strategies will be illustrated using the career management literature.

Economics 310 (EKN 310)

Module credits	20.00
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Service modules	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences
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Prerequisites	EKN 214, EKN 234 or EKN 224, EKN 244
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Contact time	2 lectures per week, 1 discussion class per week
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Language of tuition	Afrikaans and English are used in one class
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Department	Economics
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Period of presentation	Semester 1
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Module content

Public finance

Role of government in the economy. Welfare economics and theory of optimality. Ways of correcting market failures. Government expenditure theories, models and programmes. Government revenue. Models on taxation, effects of taxation on the economy. Assessment of taxation from an optimality and efficiency point of view. South African perspective on public finance.

Economics 320 (EKN 320)

Module credits 20.00

Service modules Faculty of Engineering, Built Environment and Information Technology
Faculty of Education
Faculty of Humanities
Faculty of Natural and Agricultural Sciences

Prerequisites EKN 310 GS

Contact time 1 discussion class per week, 2 lectures per week

Language of tuition Afrikaans and English are used in one class

Department Economics

Period of presentation Semester 2

Module content

Economic analyses

Identification, collection and interpretation process of relevant economic data; the national accounts (i.e. income and production accounts, the national financial account, the balance of payments and input-output tables); economic growth; inflation; employment, unemployment, wages, productivity and income distribution; business cycles; financial indicators; fiscal indicators; social indicators; international comparisons; relationships between economic time series - regression analysis; long-term future studies and scenario analysis; overall assessment of the South African economy from 1994 onwards.

The information published here is subject to change and may be amended after the publication of this information. The [General Regulations \(G Regulations\)](#) apply to all faculties of the University of Pretoria. It is expected of students to familiarise themselves well with these regulations as well as with the information contained in the [General Rules](#) section. Ignorance concerning these regulations and rules will not be accepted as an excuse for any transgression.