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# University of Pretoria Yearbook 2016

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## Industrial and organisational psychology 329 (BDO 329)

<b>Qualification</b>	Undergraduate
<b>Faculty</b>	<a href="#">Faculty of Economic and Management Sciences</a>
<b>Module credits</b>	20.00
<b>Programmes</b>	<a href="#">BAdmin International Relations</a> <a href="#">BAdmin Public Management</a> <a href="#">BCom Economic and Management Sc</a> <a href="#">BCom Human Resource Management</a> <a href="#">BCur Nursing Science (Education and Administration)</a>
<b>Service modules</b>	Faculty of Health Sciences
<b>Prerequisites</b>	BDO 319 GS
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	English
<b>Academic organisation</b>	Human Resource Management
<b>Period of presentation</b>	Semester 2

### Module content

Motivation and performance management

This section will address the main characteristics of a performance management system and will focus on the strategic and motivational value of the process. Performance management will be addressed under the following headings: criteria development; performance planning; data gathering; observation and documenting; performance appraisal; appraisal instruments; performance feedback to promote motivation.

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 needs analysis, curriculum design, goal setting for learning, programme development, preparation of materials, training interventions, presentation and facilitation skills as well as course evaluation. The integration of individual career expectations with the organisation's requirements and strategies will be illustrated based on career development.

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familiarise himself or herself 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.