

## University of Pretoria Yearbook 2017

# Industrial and organisational psychology 221 (BDO 221)

**Qualification** Undergraduate

**Faculty** Faculty of Economic and Management Sciences

**Module credits** 10.00

**Programmes** BAdmin International Relations

BAdmin Public Management

BCom

BCom Human Resource Management

**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** Separate classes for Afrikaans and English

**Academic organisation** Human Resource Management

**Period of presentation** Semester 1

### Module content

\*Only for BCom / BAdmin students

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.

Man in interaction

This theme deals with some central aspects in human interaction. These aspects should be known and understood by prospective human resource management practitioners and industrial psychologists, as they are acknowledged as human behaviour specialists in the work context who can assist employers/organisations to enhance the performance, productivity and wellness of human resources in the workplace. Effective human interaction plays a pivotal role in this environment. Thus this module covers aspects like the self-concept, social roles, social perception, time structuring and management, motivation and frustration and psychological adaptation processes and how it relates to human interaction in general and with reference to the workplace. Both theory and practical implications are covered.



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