



University of Pretoria Yearbook 2017

Industrial and organisational psychology 329 (BDO 329)

Qualification	Undergraduate
Faculty	Faculty of Economic and Management Sciences
Module credits	20.00
Programmes	BAdmin International Relations BAdmin Public Management BCom BCom Human Resource Management BCur Nursing Science (Education and Administration)
Service modules	Faculty of Health Sciences
Prerequisites	BDO 319 GS
Contact time	3 lectures per week
Language of tuition	Module is presented in English
Academic organisation	Human Resource Management
Period of presentation	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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