

University of Pretoria Yearbook 2018

Advanced assessment 803 (MHB 803)

Qualification	Postgraduate
Faculty	Faculty of Economic and Management Sciences
Module credits	12.00
Programmes	MCom Human Resource Management (Coursework) MCom Industrial Psychology (Coursework)
Prerequisites	No prerequisites.
Contact time	1 lecture per week, 2 discussion classes per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	Semester 1

Module content

Students develop a conceptual and theoretical insight of AC practice by exploring the available scientific literature on AC. They need to know the guidelines that regulate AC practice (locally and internationally) and must have a good understanding of their implementation in the work context. Students also have to develop a practical AC for the work context where they apply AC theory and models, including the mixed-method design and trait activation theory, and have to develop their own competency model for a position, matrix grid and AC exercise. Finally, they must demonstrate how they understand the nuts and bolts of AC techniques and the practical application of the AC in an organisation.

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