

## University of Pretoria Yearbook 2019

# 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 Public Management and International Relations</a> <a href="#">BCom</a> <a href="#">BCom Human Resource Management</a> <a href="#">BCur Nursing 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>	Module is presented in English
<b>Department</b>	Human Resource Management
<b>Period of presentation</b>	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.

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