

# University of Pretoria Yearbook 2021

## Industrial and organisational psychology 121 (BDO 121)

<b>Qualification</b>	Undergraduate
<b>Faculty</b>	<a href="#">Faculty of Economic and Management Sciences</a>
<b>Module credits</b>	10.00
<b>NQF Level</b>	05
<b>Programmes</b>	<a href="#">BCom Human Resource Management</a>
<b>Prerequisites</b>	No prerequisites.
<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

#### Part 1: Introduction to industrial and organisational psychology

This module is an introduction to the history, background and subfields of Psychology with specific emphasis on Industrial and Organisational Psychology. The various schools of thought in psychology and its fields of application are discussed within a meta-theoretical context. The basic principles of how psychological knowledge, research and other methods are used to understand and handle human problems in their environments is addressed. The module ends with the biological basis of behaviour which is addressed in order to lay the foundation for part 2 – individual processes.

#### Part 2: Individual processes

This module is concerned with the individual processes that provide input into the work situation. The purpose of this module is to increase one's understanding of individuals and their contribution to society. Sensation and perception, which follows from the biological basis of behaviour, has a look at the senses of the individual and his perception in the work environment, considering aspects such as shape, depth, distance and colour perceptions. Learning and cognition is then discussed as behavioural processes that are integrated into work behaviour. We close off the module with a discussion on the continuous development of human beings across their lifespan within the different domains of life.

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