

# University of Pretoria Yearbook 2021

## 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>NQF Level</b>	07
<b>Programmes</b>	<a href="#">BAdmin Public Management and International Relations</a> <a href="#">BCom</a> <a href="#">BCom Human Resource Management</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

#### Part 1: The theoretical environment of Human Resource Development

This section focuses on the management of Human Resource Development (HRD) practices in organisations. The information will assist students to be able to understand the importance of education, training and development in South Africa and why education, training and development centres are important. Managing training and development will be addressed under the following headings: Managing training and development (T&D) in organisations, including contemporary issues in HRD. The focus moves to the education, training and development (ETD) environment in South Africa. The administration of T&D in organisations and the relevant learning theories and principles that will be applicable to adult learning in the workplace will be discussed. This section closes with a discussion on employee onboarding and orientation.

#### Part 2: The practical environment of Human Resource Development

This section will address learning related to determining training and development needs. Emphasis will be on aspects related to needs analysis, curriculum (programme) design and development, training interventions and presentation. The focus moves to learner assessment and programme evaluation.

The information published here is subject to change and may be amended after the publication of this information. The [General Regulations \(G Regulations\)](#) apply to all faculties of the University of Pretoria. It is expected of students to



familiarise themselves well with these regulations as well as with the information contained in the [General Rules](#) section. Ignorance concerning these regulations and rules will not be accepted as an excuse for any transgression.