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# University of Pretoria Yearbook 2021

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## Organisational psychology and diversity management 705 (HRC 705)

<b>Qualification</b>	Postgraduate
<b>Faculty</b>	<a href="#">Faculty of Economic and Management Sciences</a>
<b>Module credits</b>	12.00
<b>NQF Level</b>	08
<b>Programmes</b>	<a href="#">BComHons Human Resource Management and Labour Relations</a> <a href="#">BComHons Industrial Psychology</a>
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	21 contact hours per semester
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Human Resource Management
<b>Period of presentation</b>	Semester 1 or Semester 2

### Module content

Know and apply theories pertaining to group dynamics, leadership and group functioning and how to utilise groups in decision-making, problem-solving and reaching organisational objectives. Students must understand the paradigm shifts in the development of historically disadvantaged employees and phasing in of historically disadvantaged employees in the organisation to retain and generate organisational effectiveness. Student should apply knowledge pertaining to the nature and future changes that could impact on organisations, as well as the strategies that organisations can use to address these organisational changes.

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