



# University of Pretoria Yearbook 2024

## MPhil *Human Resource Management* (Coursework) (07250149)

**Department** Human Resource Management

**Minimum duration of study** 1 year

**Total credits** 180

**NQF level** 09

### Programme information

The MPhil (Human Resource Management) course is a programme accredited by the South African Board of People Practice (SABPP). The two year master's programme entails eight modules of coursework presented over at least four block weeks during the first year of study and a mini-dissertation.

### Additional requirements

A candidate may be refused admission to a master's degree by the Department of Human Resource Management Postgraduate Selection Committee if the applicant does not comply with the standard of competence in the module as determined by the Department of Human Resource Management – with the proviso that a candidate who does not comply may be admitted, provided that the candidate completes additional study assignments and/or examinations.

The number of applicants admitted to the programme is limited by supervisory capacity and the availability of research projects in the field of specialisation in the D-HRM.

The number of students admitted in the programme will be determined by the growth strategy of the University of Pretoria as approved by the Executive.

Allowance will be made for the diversity profile of students.

### Other programme-specific information

The research component comprises of the HRC 806 Research in Practice module as well as the HRC 807 mini-dissertation. The research component contributes 50% towards the total credit requirements for the degree, which includes both the Research in Practice module (30 credits) and the mini-dissertation (60 credits). The programme requires that the topic of the mini-dissertation be consistent with the expertise residing in the department.

For the examination of the mini-dissertation, a student must submit an electronic copy of the mini-dissertation to the postgraduate administrator. If so requested by the supervisor or external examiner the student must submit a printed copy using ring-bound format.



After the changes required by the examiners have been approved by the supervisor, the successful student must submit two electronic copies of the approved dissertation on a CD or DVD, clearly marked with his/her student number, name and the title of the study, to the Head: Student Administration. These copies need to be in the format specified by the faculty and in accordance with the standards set by the Department of Library Services. Final submission should be before 30 January for the Autumn graduation ceremonies and before 26 June for the Spring graduation ceremonies, failing which the degree will be conferred only in the next series of graduation ceremonies.

#### Article for publication

The Dean may require, before or on submission of a mini-dissertation, the submission of a draft article for publication to the supervisor. The draft article should be based on the research that the student has conducted for the mini-dissertation and be approved by the supervisor concerned. The supervisor should then have the opportunity to take the paper through all the processes of revision and resubmission as may be necessary and/or appropriate in order to achieve publication.

## Examinations and pass requirements

The pass mark for both the coursework and mini-dissertation is 50%. The provisions regarding pass requirements for dissertations contained in General Academic Regulation G 12.2 apply mutatis mutandis to mini-dissertations. A pass mark of at least 50% is required in the examination for each module.

## Pass with distinction

In order to be awarded the degree with distinction, a student must meet the following criteria:

- ? obtain an overall weighted average of at least 75% according to module credits
- ? obtain at least 75% in the mini-dissertation
- ? complete the degree/diploma within the minimum prescribed period.

#### Notes

- 1) Only the final mark of the first attempt to pass the modules or dissertation will be considered;
- 2) The overall weighted average (according to course credits) will not be rounded up to a whole number.



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## Curriculum: Final year

### Core modules

Strategic human resource management 801 (HRC 801) - Credits: 12.00

Talent management 802 (HRC 802) - Credits: 12.00

Leadership 803 (HRC 803) - Credits: 12.00

Human resource metrics 804 (HRC 804) - Credits: 12.00

Diversity dynamics 805 (HRC 805) - Credits: 12.00

Research in practice 806 (HRC 806) - Credits: 30.00

Mini-Dissertation: Human Resource Management 807 (HRC 807) - Credits: 60.00

Change dynamics 804 (IPS 804) - Credits: 12.00

Labour relations management practices 801 (LAM 801) - Credits: 18.00

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### General Academic Regulations and Student Rules

The [General Academic Regulations \(G Regulations\)](#) and [General Student Rules](#) apply to all faculties and registered students of the University, as well as all prospective students who have accepted an offer of a place at the University of Pretoria. On registering for a programme, the student bears the responsibility of ensuring that they familiarise themselves with the General Academic Regulations applicable to their registration, as well as the relevant faculty-specific and programme-specific regulations and information as stipulated in the relevant yearbook. Ignorance concerning these regulations will not be accepted as an excuse for any transgression, or basis for an exception to any of the aforementioned regulations. The G Regulations are updated annually and may be amended after the publication of this information.

### Regulations, degree requirements and information

The faculty regulations, information on and requirements for the degrees published here are subject to change and may be amended after the publication of this information.

### University of Pretoria Programme Qualification Mix (PQM) verification project

The higher education sector has undergone an extensive alignment to the Higher Education Qualification Sub-Framework (HEQSF) across all institutions in South Africa. In order to comply with the HEQSF, all institutions are legally required to participate in a national initiative led by regulatory bodies such as the Department of Higher Education and Training (DHET), the Council on Higher Education (CHE), and the South African Qualifications Authority (SAQA). The University of Pretoria is presently engaged in an ongoing effort to align its qualifications and programmes with the HEQSF criteria. Current and prospective students should take note that changes to UP qualification and programme names, may occur as a result of the HEQSF initiative. Students are advised to contact their faculties if they have any questions.