

# University of Pretoria Yearbook 2025

## Industrial and organisational psychology 121 (BDO 121)

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| <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="#">BAdmin specialising in Public Management and International Relations</a><br><a href="#">BCom 3-year programme</a><br><a href="#">BCom 4-year programme</a><br><a href="#">BCom specialising in 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.

### **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.