

# University of Pretoria Yearbook 2025

## Research in practice 806 (HRC 806)

<b>Qualification</b>	Postgraduate
<b>Faculty</b>	Faculty of Economic and Management Sciences
<b>Module credits</b>	30.00
<b>NQF Level</b>	09
<b>Programmes</b>	MCom specialising in Human Resource Management (Coursework) MPhil specialising in Human Resource Management (Coursework)
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	32 contact hours
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Human Resource Management
<b>Period of presentation</b>	Year

### Module content

#### Part 1: Research design and proposal development

Students will design a suitable research project by developing a research proposal commencing with the background, the problem statement and the purpose of the proposed study. An integrated and in-depth literature review follows, demonstrating academic scholarship in the field of study and the student's ability to reflect critically on their own and others' research. They will develop research questions or hypotheses and justify an appropriate methodology for the study. The proposal will include ethical considerations and the criteria for ethical conduct in doing research, adhering to UP's Code of ethics for scholarly activities (S4755/12). Students will present their proposals to a panel of members of D-HRM. Students will follow the APA guidelines in their academic writing.

#### Part 2: Qualitative research

Students will be proficient in advanced qualitative research methods, and knowledgeable of the relevant paradigms, designs, sampling procedures, data collection and analysis methods as well as the criteria for quality and rigour. Students will demonstrate reflexivity in applying these by conducting a qualitative research project of limited scope in which they justify their methodological choices.

#### Part 3: Quantitative research

Students will be proficient in quantitative research methods and the relevant paradigms, research designs, sampling procedures and data collection methods. They will be able to select and apply appropriate statistical models for different types of designs and justify their choices in line with the specific purpose of the study and data requirements. They will develop a practical ability to analyse data using SPSS and AMOS.

### **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.