



# University of Pretoria Yearbook 2025

## BCom 4-year programme (07139923)

**Department** Economic and Management Sciences Dean's Office

**Minimum duration of study** 4 years

**Total credits** 452

**NQF level** 07

### Programme information

The programme is aimed at the training of students in the Economic and Management Sciences who do not meet the prescribed admission requirements for the BCom three-year degree programme. The Bachelor of Commerce four-year programme has lower entrance requirements than the Bachelor of Commerce three-year programme, but has an initial foundation year added to the curriculum; followed by the three mainstream years of the BCom (3-year) programme. This programme provides students with the opportunity to pursue a career in commerce. The four-year Bachelor of Commerce programme is presented at the Hatfield Campus.

### Admission requirements

#### Important information for all prospective students for 2025

The admission requirements below apply to all who apply for admission to the University of Pretoria with a **National Senior Certificate (NSC) and Independent Examination Board (IEB) qualifications**. [Click here for this Faculty Brochure](#).

Minimum requirements		
Achievement level		
English Home Language or English First Additional Language	Mathematics	APS
NSC/IEB	NSC/IEB	
4	3	<b>26</b>

Life Orientation is excluded when calculating the APS.

Applicants currently in Grade 12 must apply with their final Grade 11 (or equivalent) results.

Applicants who have completed Grade 12 must apply with their final NSC or equivalent qualification results.

Please note that meeting the minimum academic requirements does not guarantee admission.

Successful candidates will be notified once admitted or conditionally admitted.

Applicants should check their application status regularly on the UP Student Portal at [click here](#).

**Applicants with qualifications other than the abovementioned** should refer to the International undergraduate prospectus 2025: Applicants with a school leaving certificate not issued by Umalusi (South Africa), available at [click here](#).



**International students:** [Click here.](#)

### Transferring students

A transferring student is a student who, at the time of applying at the University of Pretoria (UP) is/was a registered student at another tertiary institution. A transferring student will be considered for admission based on NSC or equivalent qualification and previous academic performance. Students who have been dismissed from other institutions due to poor academic performance will not be considered for admission to UP.

**Closing dates:** Same as above.

### Returning students

A returning student is a student who, at the time of application for a degree programme is/was a registered student at UP, and wants to transfer to another degree at UP. A returning student will be considered for admission based on NSC or equivalent qualification and previous academic performance.

#### Note:

- Students who have been excluded/dismissed from a faculty due to poor academic performance may be considered for admission to another programme at UP, as per faculty-specific requirements.
- Only ONE transfer between UP faculties and TWO transfers within a faculty will be allowed.
- Admission of returning students will always depend on the faculty concerned and the availability of space in the programmes for which they apply.

**Closing date for applications from returning students** is the same as the above.

## Additional requirements

General Academic Regulations G1 to G15 apply to a bachelor's degree.

1. A student may not take more than the prescribed number of modules per semester unless permission has been obtained from the Dean.
2. A module that has already been passed may only be repeated with the approval of the Dean.
3. It remains the student's responsibility to ascertain, prior to registration, whether all the modules they intend taking can be accommodated in the class, test and examination timetables.
4. The Faculty of Economic and Management Sciences supports an outcomes-based education system and places a high premium on the development of specific academic competences. Class attendance of all modules and for the full duration of all programmes is therefore compulsory for all students.
5. The Dean has the right of authorisation regarding matters not provided for in the General Academic Regulations or the Faculty regulations.

## Other programme-specific information

Students seeking to transfer to any other BCom degree programme within EMS may apply only after successfully completing both the foundation year and the second year (first mainstream year) of this programme.

Additionally, the transfer application must meet the criteria outlined in the EMS Transfer Guide, which is updated annually on the EMS website.

## Promotion to next study year

According to General Academic Regulation, G3 students have to comply with certain requirements as set by the Faculty Board.



1. Students enrolled in the BCom four-year programme must meet the following academic requirements to be promoted to the first mainstream year (Second year of the programme):

**Prerequisites for Semester progression:**

Successful completion of all first-semester modules is mandatory for continuation into the second semester. Failure to pass any of the following modules will result in the student being unable to proceed to the second semester and subsequent deregistration from the programme:

- Financial Accounting (FRK 133) - prerequisite for FRK 143
- Business Management (OBS 133) - prerequisite for OBS 143
- Basic Business Mathematics (BAM 133) - prerequisite for STK 143
- Statistics (STK 133) - prerequisite for STK 143

**Prerequisites for progression to next year:**

Students must pass all the discipline-specific modules during the foundation year for continuation into the second year of the programme. These modules include:

- Financial Accounting: FRK 133 and FRK 143
- Business Management: OBS 133 and OBS 143
- Basic Business Mathematics: BAM 133
- Statistics: STK 133 and STK 143

2. Subsequent to the foundation year (mainstream years): In order to register for the next year of study a student must pass at least 66% of the official credits listed for a year level of study for a four-year programme.

3. A student may be refused admission to the examination, or promotion to a subsequent year of study or promotion in a module (if applicable) if he/ she fails to fulfil the attendance requirements. Class attendance in all modules and for the full duration of all programmes is compulsory for all students.

## Pass with distinction

a. A degree may be awarded with distinction provided the candidate meets the following criteria:

- Completes the degree within four years;
- Obtains a Cumulative Grade Point Average (CGPA) of 75%;
- Repeated passed modules will not be considered. The initial pass mark of module will be used when calculating the GPA.

b. An extended degree will only be awarded with distinction to students who complete their extended bachelor degrees within four years.

c. The GPA will be not be rounded up to a whole number.

d. Exceptional cases will be considered by the Dean.

## General information

### Application of amended programme regulations

Refer to General Academic Regulation G5.



## Curriculum: Year 1

**Minimum credits: 84**

### **Phase 1: Foundation year**

Students must pass all the discipline specific modules during Phase 1 to continue to Phase 2.

## Fundamental modules

### Academic information management 111 (AIM 111)

**Module credits** 4.00

**NQF Level** 05

#### Service modules

Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Economic and Management Sciences  
Faculty of Humanities  
Faculty of Law  
Faculty of Health Sciences  
Faculty of Natural and Agricultural Sciences  
Faculty of Theology and Religion

**Prerequisites** No prerequisites.

**Contact time** 2 lectures per week

**Language of tuition** Module is presented in English

**Department** Information Science

**Period of presentation** Semester 1

#### Module content

Find, evaluate, process, manage and present information resources for academic purposes using appropriate technology.

### Academic information management 121 (AIM 121)

**Module credits** 4.00

**NQF Level** 05

#### Service modules

Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Economic and Management Sciences  
Faculty of Humanities  
Faculty of Law  
Faculty of Health Sciences  
Faculty of Natural and Agricultural Sciences  
Faculty of Theology and Religion  
Faculty of Veterinary Science

**Prerequisites** No prerequisites.



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<b>Contact time</b>	2 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Informatics
<b>Period of presentation</b>	Semester 2

#### **Module content**

Apply effective search strategies in different technological environments. Demonstrate the ethical and fair use of information resources. Integrate 21st-century communications into the management of academic information.

### **Academic literacy for Economic and Management Sciences 133 (ALL 133)**

<b>Module credits</b>	6.00
<b>NQF Level</b>	05
<b>Prerequisites</b>	Admission into BCom extended programme.
<b>Contact time</b>	1 tutorial per week, 1 lecture per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Unit for Academic Literacy
<b>Period of presentation</b>	Semester 1

#### **Module content**

The module aims to equip students with the ability to cope with the academic demands of disciplines in the economic and management sciences, with a strong focus on higher order thinking skills and reading skills and strategies.

### **Academic literacy for Economic and Management Sciences 143 (ALL 143)**

<b>Module credits</b>	6.00
<b>NQF Level</b>	05
<b>Prerequisites</b>	ALL 133
<b>Contact time</b>	1 lecture per week, 1 tutorial per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Unit for Academic Literacy
<b>Period of presentation</b>	Semester 2

#### **Module content**

The module aims to equip students with the ability to cope with the academic demands of disciplines in the economic and management sciences, with a strong focus on higher-order thinking skills and academic/professional writing skills.

### **Academic orientation 120 (UPO 120)**

<b>Module credits</b>	0.00
<b>NQF Level</b>	00



**Language of tuition** Module is presented in English

**Department** Humanities Deans Office

**Period of presentation** Year

## Core modules

### Basic business mathematics 133 (BAM 133)

**Module credits** 8.00

**NQF Level** 05

**Prerequisites** BCom students: At least 3 (40-49%) in Mathematics in the Grade 12 examination.

**Contact time** 1 tutorial per week, 1 practical per week, 3 lectures per week, Foundation Course

**Language of tuition** Module is presented in English

**Department** Mathematics and Applied Mathematics

**Period of presentation** Semester 1

#### Module content

The number system, decimals, fractions, exponentials and order of operations. Percentages, decimals as fractions and percentages. Equations and formulas, application of equations and formulas. Ratio and proportion. Functions, graphs, application of functions, interpreting graphs. Average rate of change, simple interest, compound interest and inflation. Present value and future value. Depreciation, annuities, sinking funds, investments, mortgages.

*This module is offered in English at the Mamelodi Campus only for the BCom – Extended programme.*

### Financial accounting 133 (FRK 133)

**Module credits** 8.00

**NQF Level** 05

**Service modules** Faculty of Natural and Agricultural Sciences

**Prerequisites** Only available to the BCom Four-year programme

**Contact time** 3 tutorials per week, 4 lectures per week, Foundation Course

**Language of tuition** Module is presented in English

**Department** Accounting

**Period of presentation** Semester 1

#### Module content

The nature and function of accounting; the development of accounting; financial position; financial performance; flow of documents; the recording process; processing of accounting data; treatment of VAT; elementary statement of comprehensive income (income statement) and statement of financial position (balance sheet).

### Financial accounting 143 (FRK 143)

**Module credits** 8.00



<b>NQF Level</b>	05
<b>Service modules</b>	Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	FRK 133; Only available to the BCom Four-year programme
<b>Contact time</b>	3 tutorials per week, Foundation Course, 4 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Accounting
<b>Period of presentation</b>	Semester 2

### Module content

Accounting systems; introduction to internal control and internal control measures; bank reconciliations; control accounts; adjustments; preparing the financial statements of a sole proprietorship; the accounting framework.

## Business management 133 (OBS 133)

<b>Module credits</b>	8.00
<b>NQF Level</b>	05
<b>Prerequisites</b>	Only available to BCom (Four-year programme) students
<b>Contact time</b>	1 discussion class per week, Foundation Course, 3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Business Management
<b>Period of presentation</b>	Semester 1

### Module content

Introduction to Business Management as a science, the environment in which the enterprise operates, the field of business, the mission and goals of an enterprise, management and entrepreneurship. The choice of a form of enterprise, the choice of products and/or services, profit and cost planning for different sizes of operating units, the choice of location, the nature of production processes and the layout of the plant or operating unit.

## Business management 143 (OBS 143)

<b>Module credits</b>	8.00
<b>NQF Level</b>	05
<b>Prerequisites</b>	OBS 133; Only available to BCom (Four-year programme) students
<b>Contact time</b>	1 discussion class per week, 3 lectures per week, Foundation Course
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Business Management
<b>Period of presentation</b>	Semester 2



## Module content

Introduction to and overview of general management, especially regarding the five management tasks, strategic management, contemporary developments and management issues, financial management, marketing, public relations. (Note: For marketing students, marketing is replaced by financial management, and public relations by small business management.)

Introduction to and overview of the value chain model, management of the input, management of the purchasing function, management of the transformation process with specific reference to production and operations management, human resources management, and information management; corporate governance and black economic empowerment (BEE).

## Statistics 133 (STK 133)

**Module credits** 8.00

**NQF Level** 05

**Prerequisites** At least 3 (40-49%) in Mathematics in the Grade 12 examination; BCom non-numeric stream students must take WTW 133 concurrently.

**Contact time** 3 lectures per week, Foundation Course, 1 practical per week, 2 tutorials per week

**Language of tuition** Module is presented in English

**Department** Statistics

**Period of presentation** Semester 1

### Module content

*Students can only get credit for one of the following modules: STK 133 or STK 113 \*On their own, STK 133 and STK 143 will not be recognised for degree purposes, but exemption will be granted for STK 110.*

Mathematical concepts for the business student: Statistical applications of quantitative techniques. Systems of linear equations: solving and application. Differentiation: Rules and application using the rules. Optimisation, linear functions, non-linear functions, Integration: Rules and application using the rules, Marginal and total functions, Stochastic and deterministic variables in a statistical and practical context: producers' and consumers' surplus. Linear programming. Matrix algebra. Limits and continuity.

Statistical and mathematical concepts are demonstrated and interpreted through Excel (practical coding) and simulation within a data science framework.

## Statistics 143 (STK 143)

**Module credits** 16.00

**NQF Level** 05

**Prerequisites** (STK 133 and WTW 133) or (STK 133 and WTW 135 GS) or (STK 133 and WTW 133) or (BAM 133 or WST 133 and WTW 135 GS).

**Contact time** 2 tutorials per week, 1 practical per week, Foundation Course, 6 lectures per week

**Language of tuition** Module is presented in English

**Department** Statistics





**Period of presentation** Semester 2

**Module content**

*Students can only get credit for one of the following modules: STK 143 or STK 123. \*On their own, STK 133 and STK 143 will not be recognized for degree purposes, but exemption will be granted for STK 110.*

Descriptive statistics: Sampling and the collection of data; frequency distributions and graphical representations. Descriptive measures of location and dispersion. Probability. Introductory probability theory and theoretical distributions. Statistical and mathematical concepts are demonstrated and interpreted through Excel (practical coding) and simulation within a data science framework.



## Curriculum: Year 2

Minimum credits: 106

### Phase 2: Mainstream Year 1

## Core modules

### Economics 110 (EKN 110)

**Module credits** 10.00

**NQF Level** 05

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** No prerequisites.

**Contact time** 2 lectures per week, 1 discussion class per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 1

#### Module content

This module deals with the core principles of economics. A distinction between macroeconomics and microeconomics is made. A discussion of the market system and circular flow of goods, services and money is followed by a section dealing with microeconomic principles, including demand and supply analysis, consumer behaviour and utility maximisation, production and the costs thereof, and the different market models and firm behaviour. Labour market institutions and issues, wage determination, as well as income inequality and poverty are also addressed. A section of money, banking, interest rates and monetary policy concludes the course.

### Economics 120 (EKN 120)

**Module credits** 10.00

**NQF Level** 05

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** EKN 110 GS or EKN 113 GS and at least 4 (50-59%) in Mathematics in the Grade 12 examination or 60% in STK 113 and concurrently registered for STK 123

**Contact time** 2 lectures per week, 1 discussion class per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 2



## Module content

This module deals with the core principles of economics, especially macroeconomic measurement the private and public sectors of the South African economy receive attention, while basic macroeconomic relationships and the measurement of domestic output and national income are discussed. Aggregate demand and supply analysis stands core to this course which is also used to introduce students to the analysis of economic growth, unemployment and inflation. The microeconomics of government is addressed in a separate section, followed by a section on international economics, focusing on international trade, exchange rates and the balance of payments. The economics of developing countries and South Africa in the global economy conclude the course.

## Financial accounting 111 (FRK 111)

**Module credits** 10.00

**NQF Level** 05

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Law  
Faculty of Natural and Agricultural Sciences

**Prerequisites** No prerequisites.

**Contact time** 4 lectures per week

**Language of tuition** Module is presented in English

**Department** Accounting

**Period of presentation** Semester 1

## Module content

The nature and function of accounting; the development of accounting; financial position; financial result; the recording process; processing of accounting data; treatment of VAT; elementary income statement and balance sheet; flow of documents; accounting systems; introduction to internal control and internal control measures; bank reconciliations; control accounts; adjustments; financial statements of a sole proprietorship; the accounting framework.

## Financial accounting 121 (FRK 121)

**Module credits** 12.00

**NQF Level** 05

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Natural and Agricultural Sciences

**Prerequisites** FRK 111

**Contact time** 4 lectures per week

**Language of tuition** Module is presented in English

**Department** Accounting

**Period of presentation** Semester 2



## Module content

Property, plant and equipment; intangible assets; inventories; liabilities; presentation of financial statements; enterprises without profit motive; partnerships; companies; close corporations; cash flow statements; analysis and interpretation of financial statements.

### Financial accounting 122 (FRK 122)

**Module credits** 12.00

**NQF Level** 05

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Law  
Faculty of Natural and Agricultural Sciences

**Prerequisites** FRK 111 GS or FRK 133, FRK 143

**Contact time** 4 lectures per week

**Language of tuition** Module is presented in English

**Department** Accounting

**Period of presentation** Semester 2

## Module content

Budgeting, payroll accounting, taxation – income tax and an introduction to other types of taxes, credit and the new Credit Act, insurance, accounting for inventories (focus on inventory and the accounting entries, not calculations), interpretation of financial statements.

### Informatics 183 (INF 183)

**Module credits** 3.00

**NQF Level** 05

**Prerequisites** No prerequisites.

**Contact time** 1 practical per week

**Language of tuition** Module is presented in English

**Department** Informatics

**Period of presentation** Year

## Module content

Computer processing of accounting information.

### Communication management 182 (KOB 182)

**Module credits** 5.00

**NQF Level** 05

**Prerequisites** Only one of KOB 181-184 may be taken as a module where necessary for a programme

**Contact time** 3 lectures per week



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<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Division of Communication Management
<b>Period of presentation</b>	Quarter 2

### Module content

\*Module content will be adapted in accordance with the appropriate degree programme. Only one of KOB 181 - 184 may be taken as a module where necessary for a programme.

Applied business communication skills.

Acquiring basic business communication skills will enhance the capabilities of employees, managers and leaders in the business environment. An overview of applied skills on the intrapersonal, dyadic, interpersonal, group (team), organisational, public and mass communication contexts is provided. The practical part of the module (for example, the writing of business reports and presentation skills) concentrates on the performance dimensions of these skills as applied to particular professions.

## Business management 114 (OBS 114)

<b>Module credits</b>	10.00
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<b>NQF Level</b>	05
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<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences
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<b>Prerequisites</b>	May not be included in the same curriculum as OBS 155
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<b>Contact time</b>	3 lectures per week
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<b>Language of tuition</b>	Module is presented in English
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<b>Department</b>	Business Management
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<b>Period of presentation</b>	Semester 1
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### Module content

The entrepreneurial mind-set; managers and managing; values, attitudes, emotions, and culture: the manager as a person; ethics and social responsibility; decision making; leadership and responsible leadership; effective groups and teams; managing organizational structure and culture inclusive of the different functions of a generic organisation and how they interact (marketing; finance; operations; human resources and general management); contextualising Sustainable Development Goals (SDG) in each of the topics.

## Business management 124 (OBS 124)

<b>Module credits</b>	10.00
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<b>NQF Level</b>	05
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<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences
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<b>Prerequisites</b>	Admission to the examination in OBS 114
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<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Business Management
<b>Period of presentation</b>	Semester 2

### Module content

Value chain management: functional strategies for competitive advantage; human resource management; managing diverse employees in a multicultural environment; motivation and performance; using advanced information technology to increase performance; production and operations management; financial management; corporate entrepreneurship.

## Statistics 110 (STK 110)

<b>Module credits</b>	13.00
<b>NQF Level</b>	05
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	At least 5 (60-69%) in Mathematics in the Grade 12 examination. Candidates who do not qualify for STK 110 must register for STK 113 and STK 123
<b>Contact time</b>	3 lectures per week, 1 practical per week, 1 tutorial per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Statistics
<b>Period of presentation</b>	Semester 1

### Module content

PART A: Mathematical concepts for the business student: Statistical applications of quantitative techniques. Systems of linear equations: solving and application. Differentiation: Rules and application using the rules. Optimisation, linear functions, non-linear functions, Integration: Rules and application using the rules, Marginal and total functions, Stochastic and deterministic variables in a statistical and practical context: producers' and consumers' surplus. Linear programming. Matrix algebra. Limits and continuity.

PART B: Descriptive statistics: Sampling and the collection of data; frequency distributions and graphical representations. Descriptive measures of location and dispersion. Probability. Introductory probability theory and theoretical distributions. Statistical and mathematical concepts are demonstrated and interpreted through Excel (practical coding) and simulation within a data science framework.

Exam entrance requires a subminimum of 40% in both Part A and Part B. To pass the module a student has to pass both Part A and Part B.

## Statistics 120 (STK 120)

<b>Module credits</b>	13.00
<b>NQF Level</b>	05



**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** One of the following (1) STK 110, or (2) STK 113 and STK 123, or (3) STK 133 and STK 143, or (4) WST 133 and WST 143, or (5) WTW 134 and STC 152, or (6) WTW 134 and STK 123.

**Contact time** 1 tutorial per week, 3 lectures per week, 1 practical per week

**Language of tuition** Module is presented in English

**Department** Statistics

**Period of presentation** Semester 2

### Module content

*Students can only get credit for one of the following two modules: STK 120 or STK 121 or STC 121. This module is also presented as STK 121/STC 121, an anti-semester module in the first semester. This is a terminating module.*

Sampling distributions. Estimation theory, i.e. point estimation and confidence intervals. Hypothesis testing of sampling averages and proportions (one and two-sample cases). Non-parametric methods. Analysis of variance. Categorical data analysis. Curve fitting and regression analysis. The analysis of time series. Statistical concepts are demonstrated and interpreted through Excel (practical coding) and simulation within a data science framework.

## Elective modules

### Industrial and organisational psychology 121 (BDO 121)

**Module credits** 10.00

**NQF Level** 05

**Prerequisites** No prerequisites.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Human Resource Management

**Period of presentation** 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.

## Marketing management 120 (BEM 120)

**Module credits** 10.00

**NQF Level** 05

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Marketing Management

**Period of presentation** Semester 2

### Module content

This module provides an overview of the fundamentals of marketing by considering the exchange process, customer value, marketing research and the development of a marketing plan. It also addresses the marketing mix elements with specific focus on the seven service marketing elements namely the service product, physical evidence, people, process, distribution, pricing and integrated marketing communication.





## Curriculum: Year 3

**Minimum credits: 138**

### **Phase 2: Mainstream Year 2**

## Fundamental modules

### **Introduction to moral and political philosophy 252 (FIL 252)**

<b>Module credits</b>	10.00
<b>NQF Level</b>	06
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	2 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Philosophy
<b>Period of presentation</b>	Quarter 2

#### **Module content**

In this module students are equipped with an understanding of the moral issues influencing human agency in economic and political contexts. In particular philosophy equips students with analytical reasoning skills necessary to understand and solve complex moral problems related to economic and political decision making. We demonstrate to students how the biggest questions concerning the socio-economic aspects of our lives can be broken down and illuminated through reasoned debate. Examples of themes which may be covered in the module include justice and the common good, a moral consideration of the nature and role of economic markets on society, issues concerning justice and equality, and dilemmas of loyalty. The works of philosophers covered may for instance include that of Aristotle, Locke, Bentham, Mill, Kant, Rawls, Friedman, Nozick, Bernstein, Dworkin, Sandel, Walzer, and MacIntyre.

## Core modules

### **Business law 210 (BER 210)**

<b>Module credits</b>	16.00
<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Economic and Management Sciences Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	1 discussion class per week, 2 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Mercantile Law
<b>Period of presentation</b>	Semester 1



## Module content

Basic principles of law of contract. Law of sales, credit agreements, lease.

### Business law 220 (BER 220)

**Module credits** 16.00

**NQF Level** 06

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Economic and Management Sciences  
Faculty of Natural and Agricultural Sciences

**Prerequisites** Examination entrance for BER 210

**Contact time** 2 lectures per week, 1 discussion class per week

**Language of tuition** Module is presented in English

**Department** Mercantile Law

**Period of presentation** Semester 2

## Module content

Labour law. Aspects of security law. Law of insolvency. Entrepreneurial law; company law, law concerning close corporations. Law of partnerships.

### Communication management 281 (KOB 281)

**Module credits** 5.00

**NQF Level** 06

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Business Management

**Period of presentation** Quarter 1

## Module content

\*Module content will be adapted in accordance with the appropriate degree programme. Only one of KOB 281–284 may be taken as a module where necessary for a programme.

Applied business communication skills

Acquiring basic business communication skills will enhance the capabilities of employees, managers and leaders in the business environment. An overview of applied skills on the intrapersonal, dyadic, interpersonal, group (team), organisational, public and mass communication contexts is provided. The practical part of the module (for example, the writing of business reports and presentation skills) concentrates on the performance dimensions of these skills as applied to particular professions.

## Elective modules

### Business accounting 200 (BAC 200)

**Module credits** 32.00



<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Law Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	FRK 121
<b>Contact time</b>	4 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Accounting
<b>Period of presentation</b>	Year

### Module content

To use a conceptual understanding of intermediate foundational knowledge of International Financial Reporting Standards (IFRS) in order to prepare, present and interpret company and basic group company financial statements in a familiar business context and to propose clear solutions with adequate justification to solve financial problems in an ethical manner.

## Industrial and organisational psychology 214 (BDO 214)

<b>Module credits</b>	16.00
<b>NQF Level</b>	06
<b>Prerequisites</b>	BDO 121
<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 1

### Module content

#### Part 1: Organisational Behaviour I

This section will provide an introduction to the foundations and principles of Organisational Behaviour (OB) as well as the challenges and opportunities for OB. In addition, specific attention will be paid to contemporary theories of motivation, job design, employee involvement and reward programmes. The various leadership theories will be covered. The effect of power and politics in the organisation will be studied, alongside conflict and negotiation skills.

#### Part 2: Organisational behaviour II

The behavioural basis for organisational structuring and organisation design will be addressed. Organisational culture as well as the approaches to organisational change will be covered. Sustainability from an organisational perspective will be discussed as well.

## Industrial and organisational psychology 224 (BDO 224)

<b>Module credits</b>	16.00
<b>NQF Level</b>	06



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<b>Prerequisites</b>	BDO 121, BDO 214 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: Employee health and ergonomics

This section focuses on actual and important aspects of safety and health management in organisations, as well as the nature and role of ergonomics therein. Specific health, safety and wellness issues such as stress and burnout, substance abuse, diseases, accidents and injuries as well as workplace bullying, violence, trauma and sexual harassment will be addressed. Furthermore employee wellness programmes will be discussed.

#### Part 2: Personality

This section discusses the various personality and social identity theories as they exist within the meta- theory of psychology. The unconscious processes of personality, the trait and social identity theories of personality are examined thoroughly. To close off this module we have a look at diverse social identities within the workplace in a social and cultural context.

## Taxation 200 (BEL 200)

<b>Module credits</b>	32.00
<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology
<b>Prerequisites</b>	FRK 111 and FRK 121 or BUS100 or RRP100. Only available to BCom 3-year and 4-year programme, Financial Management Sciences, Informatics, and Law and Information Technology Information Systems [BIT] students.
<b>Contact time</b>	3 lectures per week, 1 practical per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Taxation
<b>Period of presentation</b>	Year

### Module content

This module introduces students to taxation in the context of its history, its basic principles and its interdisciplinary nature as it relates to policy, legislation and governance. It also addresses the inherent demand for ethical and responsible conduct by all tax practitioners/professionals and taxpayers in pursuit of sustainable development in South Africa. The module is principles-based and will enable a student to interpret and apply the fundamental principles and concepts of taxation, specifically related to the Income Tax Act (No. 58 of 1962). In addition, the module will enable a student to interpret and apply specific sections in the Income Tax Act relating to donations and deceased estates.

## Consumer behaviour 212 (BEM 212)

<b>Module credits</b>	16.00
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<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Humanities Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	BEM 120 GS
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Marketing Management
<b>Period of presentation</b>	Semester 1

### Module content

Internal and external influencing factors of consumer behaviour, the consumer's decision process and application fields of consumer behaviour, consumerisms and social responsibility, buying behaviour of consumers in both product and service related industries, consumer psychology and the influence thereof on buying behaviour, psychology of pricing, influencing factors in consumer buying behaviour, the impact of various forms of marketing communication on buying behaviour.

## Integrated marketing communications 224 (BEM 224)

<b>Module credits</b>	16.00
<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Humanities Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	BEM 120 GS
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Marketing Management
<b>Period of presentation</b>	Semester 1

### Module content

Integrated brand communications approach, marketing communication planning, objectives and budgets for integrated marketing communications, principles and strategising of marketing communication elements, new media, the brand name communication process, marketing metrics and evaluation for marketing communication effectiveness.

## Economics 214 (EKN 214)

<b>Module credits</b>	16.00
<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Education Faculty of Humanities Faculty of Natural and Agricultural Sciences



**Prerequisites** EKN 110 GS & EKN 120 OR EKN 113 GS & EKN 123; & STK 110 GS OR STK 113 & STK 123 & STK 120/121 or concurrently registered for STK 120/121 OR WST 111 & WST121 are prerequisites instead of STK 120/121 or WST 111 and concurrently registered for WST 121.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 1

### Module content

Macroeconomics

From Wall and Bay Street to Diagonal Street: a thorough understanding of the mechanisms and theories explaining the workings of the economy is essential. Macroeconomic insight is provided on the real market, the money market, two market equilibrium, monetarism, growth theory, cyclical analysis, inflation, Keynesian general equilibrium analysis and fiscal and monetary policy issues.

## Economics 224 (EKN 224)

**Module credits** 16.00

**NQF Level** 06

**Service modules** Faculty of Education  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** [EKN 110 GS & EKN 120] OR [EKN 113 GS & EKN 123 & BME 120 GS or STK 110 GS or (STK 113 & STK 123 & STK 120/121) or STK120/121# OR WST 111 & WST 121 are prerequisites instead of STK 120/121 or WST 111 and WST 121#.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 1

### Module content

Microeconomics

Microeconomic insight is provided into: consumer and producer theory, general microeconomic equilibrium, Pareto-optimality and optimality of the price mechanism, welfare economics, market forms and the production structure of South Africa. Statistic and econometric analysis of microeconomic issues.

## Economics 234 (EKN 234)

**Module credits** 16.00

**NQF Level** 06



**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** EKN 110, EKN 120 and STK 120/121 and STC 122 or WST 121 OR concurrently registered for STK 120/121 or WST 121.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 2

### Module content

Macroeconomics

Application of the principles learned in EKN 214 on the world we live in. We look at international markets and dynamic macroeconomic models, and familiarise the students with the current macroeconomic policy debates. We also take a look at the latest macroeconomic research in the world. The course includes topics of the mathematical and econometric analysis of macroeconomic issues.

## Economics 244 (EKN 244)

**Module credits** 16.00

**NQF Level** 06

**Service modules** Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** EKN 110, EKN 120 and STK 120/121 or STC 122 or WST 121 OR concurrently registered for STK 120/121 or WST 121.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 2

### Module content

Microeconomics

From general equilibrium and economic welfare to uncertainty and asymmetric information. In this module we apply the principles learned in EKN 224 on the world around us by looking at the microeconomic principles of labour and capital markets, as well as reasons why the free market system could fail. We touch on the government's role in market failures. The course includes topics of the mathematical and econometric analysis of microeconomic issues.

## Financial management 212 (FBS 212)

**Module credits** 16.00

**NQF Level** 06



**Prerequisites** FRK 111 and 121/122 or FRK 100 or FRK 101

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Financial Management

**Period of presentation** Semester 1

#### Module content

Role and environment of managerial finance. Financial statement analysis. Time value of money. Risk and return. Working capital management. Interest and valuations (bonds and shares).

### Financial management 222 (FBS 222)

**Module credits** 16.00

**NQF Level** 06

**Prerequisites** FRK 111 and 122/121 or FRK 100 or FRK 101

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Financial Management

**Period of presentation** Semester 2

#### Module content

Introduction to management accounting. Cost terms, concepts and classifications. Job-order costing. Cost behaviour. Variable versus absorption costing. Cost-volume profit relationships. Budgeting. Activity based costing. Cash flow and financial planning.

### Informatics 214 (INF 214)

**Module credits** 14.00

**NQF Level** 06

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Natural and Agricultural Sciences

**Prerequisites** A candidate must have passed Mathematics with at least 5 (60-69%) in the Grade 12 examination; AIM 101 or AIM 111 and AIM 121.

**Contact time** 2 lectures per week, 2 practicals per week

**Language of tuition** Module is presented in English

**Department** Informatics

**Period of presentation** Semester 1





## Module content

Database design: the relational model, structured query language (SQL), entity relationship modelling, normalisation, database development life cycle; practical introduction to database design. Databases: advanced entity relationship modelling and normalisation, object-oriented databases, database development life cycle, advanced practical database design.

### Informatics 225 (INF 225)

**Module credits** 14.00

**NQF Level** 06

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Natural and Agricultural Sciences

**Prerequisites** A candidate must have passed Mathematics with at least 5 (60-69%) in the Grade 12 examination, INF 112, AIM 111 and AIM 121

**Contact time** 3 practicals per week, 1 lecture per week

**Language of tuition** Module is presented in English

**Department** Informatics

**Period of presentation** Semester 2

## Module content

An overview of systems infrastructure and integration.

### Informatics 261 (INF 261)

**Module credits** 7.00

**NQF Level** 06

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Natural and Agricultural Sciences

**Prerequisites** INF 214

**Contact time** 1 practical per week, 1 lecture per week

**Language of tuition** Module is presented in English

**Department** Informatics

**Period of presentation** Semester 2

## Module content

Database management: transaction management, concurrent processes, recovery, database administration: new developments: distributed databases, client-server databases: practical implementation of databases.

### Business management 210 (OBS 210)

**Module credits** 16.00

**NQF Level** 06



**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Natural and Agricultural Sciences

**Prerequisites** OBS 114 or 124 with admission to the examination in the other

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Business Management

**Period of presentation** Semester 1

### Module content

Logistics management

The role of logistics in an enterprise; definition and scope of customer service; electronic and other logistics information systems; inventory management; materials management with special reference to Japanese systems; management of the supply chain. Methods of transport and transport costs; types and costs of warehousing; electronic aids in materials handling; cost and price determination of purchases; organising for logistics management; methods for improving logistics performance.

## Business management 220 (OBS 220)

**Module credits** 16.00

**NQF Level** 06

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Natural and Agricultural Sciences

**Prerequisites** OBS 114 or 124 with admission to the examination in the other. Students from other Faculties are required to have 50% for Mathematics in Grade 12.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Business Management

**Period of presentation** Semester 2

### Module content

Project management and negotiations:

Introduction Project management concepts; needs identification; the project, the project manager and the project team; types of project organisations; project communication and documentation. Planning and control: planning, scheduling and schedule control of projects; resource considerations and allocations; cost planning and performance evaluation.

Negotiation and collective bargaining: The nature of negotiation; preparation for negotiation; negotiating for purposes of climate creation; persuasive communication; handling conflict and aggression; specialised negotiation and collective bargaining in the South African context.

## Public administration 212 (PAD 212)

**Module credits** 16.00



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<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Humanities
<b>Prerequisites</b>	PAD 112 or PAD 122 with a GS in the other
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	School of Public Management and Administration
<b>Period of presentation</b>	Semester 1

### Module content

This module in public administration constitutes an in-depth analysis of the generic administrative functions, including, policy making, organising, financing, staffing and control. Students will thus be equipped with knowledge and skills related to government strategic planning, policy-making and decision-making, budgeting, public procurement, human resource management functions and employment legislation impacting on human resources within public organisations.

## Public administration 222 (PAD 222)

<b>Module credits</b>	16.00
<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Humanities
<b>Prerequisites</b>	PAD 212 GS
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	School of Public Management and Administration
<b>Period of presentation</b>	Semester 2

### Module content

This module in public administration introduces the student to the process of planning, executing and evaluating research in the public sector. Students will be enabled to identify, plan, execute and present a research project. This is a service learning module and as such students will be expected to complete approximately 15 hours service learning and submit a portfolio as part of their formal assessment.

## Statistics 210 (STK 210)

<b>Module credits</b>	20.00
<b>NQF Level</b>	06
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Humanities Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	STK 110, STC 122 or WST 111, WST 121
<b>Contact time</b>	1 practical per week, 3 lectures per week

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**Language of tuition** Module is presented in English

**Department** Statistics

**Period of presentation** Semester 1

### Module content

Statistical problem solving. Causality, experimental and observational data. Probability theory. Multivariate random variables. Discrete and continuous probability distributions. Stochastic representations. Measures of association. Expected values and conditional expectation. Simulation techniques. Supporting mathematical concepts. Statistical concepts are demonstrated and interpreted through practical coding and simulation within a data science framework.

## Statistics 220 (STK 220)

**Module credits** 20.00

**NQF Level** 06

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** STK 210

**Contact time** 3 lectures per week, 1 practical per week

**Language of tuition** Module is presented in English

**Department** Statistics

**Period of presentation** Semester 2

### Module content

Multivariate probability distributions. Sampling distributions and the central limit theorem. Frequentist and Bayesian inference. Statistical learning and decision theory. Simulation techniques enhancing statistical thinking. Supervised learning: linear regression, estimation and inference. Non-parametric modelling. Supporting mathematical concepts. Statistical algorithms. Statistical concepts are demonstrated and interpreted through practical coding and simulation within a data science framework.



## Curriculum: Final year

**Minimum credits: 120**

### **Phase 2: Mainstream Year 3**

- Students must complete sufficient elective modules from the list provided to ensure that these add up to 120 credits bearing in mind prerequisites for third year modules.
- The equivalent of four 14-week modules at 300-level preceded by the corresponding levels on 100 (if offered on 100-level) and 200-level must be passed. A maximum of two 14-week semester modules on 300-level may also be chosen from the following modules:
- Labour law 311 (ABR 311);
- Labour relations 320 (ABV 320);
- International business management 359.

## Elective modules

### **Labour law 311 (ABR 311)**

<b>Module credits</b>	20.00
<b>NQF Level</b>	07
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Economic and Management Sciences Faculty of Humanities
<b>Prerequisites</b>	Admission to the relevant programme.
<b>Contact time</b>	2 lectures per week, 1 tutorial every 2nd week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Mercantile Law
<b>Period of presentation</b>	Semester 1

#### **Module content**

Basic principles of the employment contract. Collective labour law. Statutory conditions of employment. Individual labour disputes. Collective labour disputes. Settlement procedures.

### **Labour relations 320 (ABV 320)**

<b>Module credits</b>	20.00
<b>NQF Level</b>	07
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology Faculty of Humanities Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English



**Department** Human Resource Management

**Period of presentation** Semester 2

### Module content

The theoretical basis of Labour Relations

In this section the basic concepts, historical context and theoretical approaches to the field of labour relations will be discussed. The institutional framework in which labour relations operates, will be addressed with particular emphasis on the structural mechanisms and institutional processes. The service relationship that forms the basis of labour relations practices, will also be analysed.

Labour Relations practice

In this section students are taught the conceptual and practical skills related to practice aspects such as handling of grievances, disciplining, retrenchments, collective bargaining, industrial action and dispute resolution.

## Business accounting 300 (BAC 300)

**Module credits** 40.00

**NQF Level** 07

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Law  
Faculty of Natural and Agricultural Sciences

**Prerequisites** BAC 200 or BAC 201

**Contact time** 4 lectures per week

**Language of tuition** Module is presented in English

**Department** Accounting

**Period of presentation** Year

### Module content

BAC 300 includes both company and complex group company statements and the outcome of BAC 300 is: To use a conceptual understanding of comprehensive and integrated foundational knowledge of International Financial Reporting Standards (IFRS), basic foundational knowledge of IFRS for small and medium-sized enterprises (IFRS for SMEs) and basic foundational knowledge of Generally Recognised Accounting Practice (GRAP), in order to proficiently prepare, present and interpret company and complex group company financial statements in an unfamiliar business context and to propose appropriate solutions with compelling justification to solve financial problems in an ethical manner.

## Industrial and organisational psychology 319 (BDO 319)

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Health Sciences

**Prerequisites** BDO 121, BDO 214 GS, BDO 224 GS (Except for Business Management students)

**Contact time** 3 lectures per week



**Language of tuition** Module is presented in English

**Department** Human Resource Management

**Period of presentation** Semester 1

### Module content

#### Part 1: The Human Resource Management environment

This section will provide the necessary know-how on the management of a Human Resource (HR) office. This particular section provides an introduction to Human Resource Management (HRM). The environment and foundations of HR will be covered. Various HR system standard and function models including the SA Board for People Practices HR standards model will be explained. The focus will move to emerging HR practices to ensure “competence” such as competency -based HRM. Day-to-day HRM practices are addressed such as HR office administration and technology (HR information systems). This is followed by specific HRM functions such as job design and analysis and the managing of compensation and benefits. Recruitment and selection process to ensure the placing of qualified employees in jobs will be covered.

#### Part 2: Human Resources Provision

This section builds on the foundation provided in part 1. This module assists with having the right people in the right jobs at the right time through effective HR planning (HRP). This includes provision of theory which will assist HR managers to address strategy-linked HRP. To be able to ensure return on investment (ROI), organisations must ensure effective assessing and development of qualified employees by implementing performance management (PM) practices. This module will assist the HR professionals with theory related to internal staffing and career management practices. The section closes by discussing the role of HRM in virtual organisations as well as presenting international HRM theory that will assist the HR professional in the managing of international HRM.

### Industrial and organisational psychology 329 (BDO 329)

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Health Sciences

**Prerequisites** BDO 319 GS

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Human Resource Management

**Period of presentation** 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.

## Taxation 300 (BEL 300)

<b>Module credits</b>	40.00
<b>NQF Level</b>	07
<b>Service modules</b>	Faculty of Engineering, Built Environment and Information Technology
<b>Prerequisites</b>	BEL 200
<b>Contact time</b>	1 discussion class per week, 4 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Taxation
<b>Period of presentation</b>	Year

## Module content

The purpose of the module is to enable the learner to calculate the value-added tax liability and to journalise transactions; calculate the normal tax liability (including the determination of taxable capital gains and assessed capital losses) of individuals, companies, estates and trusts, discuss tax principles on value-added tax and normal tax; and calculate and discuss provisional and employees' tax and to object against an assessment.

## Marketing research 314 (BEM 314)

<b>Module credits</b>	20.00
<b>NQF Level</b>	07
<b>Service modules</b>	Faculty of Humanities Faculty of Natural and Agricultural Sciences
<b>Prerequisites</b>	BEM 120 and STK 110 GS
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Marketing Management





**Period of presentation** Semester 1

**Module content**

The role of marketing research, the process of marketing research, interpretation of secondary research, qualitative research, survey research, observation, measurement and attitude scaling, questionnaire design, sampling design and sampling procedures, basic data analysis, descriptive statistical analysis, interpretation and reporting of results, research report writing.

**Marketing management 321 (BEM 321)**

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** BEM 120

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Marketing Management

**Period of presentation** Semester 2

**Module content**

Strategic issues in marketing, strategic marketing, strategic analysis (market analysis, customer analysis, competitor analysis and internal analysis), market strategies (competitive strategies, strategies in the product life cycle and relationship building strategies) and strategy implementation and control.

**Economics 310 (EKN 310)**

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** Any two of EKN 214; EKN 234; EKN 224 or EKN 244.

**Contact time** 2 lectures per week, 1 discussion class per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 1



## Module content

Public finance

Role of government in the economy. Welfare economics and theory of optimality. Ways of correcting market failures. Government expenditure theories, models and programmes. Government revenue. Models on taxation, effects of taxation on the economy. Assessment of taxation from an optimality and efficiency point of view.

South African perspective on public finance.

## Development economics 315 (EKN 315)

**Module credits** 20.00

**NQF Level** 07

**Prerequisites** Any two of EKN 214; EKN 234; EKN 224 or EKN 244.

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 1

## Module content

Poverty and inequality are among the greatest contemporary challenges of economic development in the World. This course provides an overview of different economic explanations of underdevelopment and policy options to fostering household and individual welfare. We will investigate key development issues such as poverty, inequality, migration, the role of institutions (policy and governance), among others, as they are encountered by developing countries in general and South Africa in particular. During the course, we put special emphasis on the interplay between theory and data.

## Economics 320 (EKN 320)

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Engineering, Built Environment and Information Technology  
Faculty of Education  
Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** Any two of EKN 214; EKN 234; EKN 224 or EKN 244.

**Contact time** 2 lectures per week, 1 discussion class per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 2



## Module content

Economic analyses

Identification, collection and interpretation process of relevant economic data; the national accounts (i.e. income and production accounts, the national financial account, the balance of payments and input-output tables); economic growth; inflation; employment, unemployment, wages, productivity and income distribution; business cycles; financial indicators; fiscal indicators; social indicators; international comparisons; relationships between economic time series - regression analysis; long-term future studies and scenario analysis; overall assessment of the South African economy from 1994 onwards.

## Economics 325 (EKN 325)

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Humanities  
Faculty of Natural and Agricultural Sciences

**Prerequisites** Any two of EKN 214; EKN 234; EKN 224 or EKN 244.

**Contact time** 2 lectures per week, 1 discussion class per week

**Language of tuition** Module is presented in English

**Department** Economics

**Period of presentation** Semester 2

## Module content

Economic policy and development: Capita select

The course provides an introduction to growth economics and also to some topics on development economics. Firstly, historical evidence is covered and then the canonical Solow growth model and some of its empirical applications (human capital and convergence). Secondly, the new growth theory (the AK and the Romer models of endogenous growth) are covered. Some of the development topics to be covered include technology transfer, social infrastructure and natural resources.

## Business management 310 (OBS 310)

**Module credits** 20.00

**NQF Level** 07

**Service modules** Faculty of Engineering, Built Environment and Information Technology

**Prerequisites** OBS 114 or 124 with admission to the examination in the other

**Contact time** 3 lectures per week

**Language of tuition** Module is presented in English

**Department** Business Management

**Period of presentation** Semester 1



## Module content

Strategy formulation: the deliberate strategy process of formulating a vision and mission statement, conducting internal and external environmental analyses and selecting appropriate strategies. It will enhance an understanding of the level of strategy formulation, gaining competitive advantage in your market place and thinking strategically.

## Business analytics 370 (OBS 370)

<b>Module credits</b>	20.00
<b>NQF Level</b>	07
<b>Prerequisites</b>	Admission to exam in OBS 359.
<b>Contact time</b>	3 lectures per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</b>	Business Management
<b>Period of presentation</b>	Semester 2

## Module content

Evaluates how to strategically align, plan for and direct investments in, and governance of, processes for continuous renewal of analytic deployments in business. An overview of analytics in the business context will be provided that will cover: concepts of strategic and operational analytics; overview of concepts like dimensional modeling, the Model Life cycle, data mining, big data, KPIs and metrics, ERP and analytics, in-database/memory analytics; real-time analytics and data stream analysis. The applied decision making aspect will focus on mastering quantitative modeling tools and techniques for business decision-making and deterministic optimisation techniques.

## 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.