Bachelor of Arts (Industrial Psychology & HR Management)

SAQA ID 120745 NQF Level 7

🕐 Mode and duration

Contact

Full-Time (Campus)
• Minimum: 3 years
• Maximum: 5 years

Part-Time (Online)
• Minimum: 5 years
• Maximum: 7 years

☰ Qualification description

Flexible learning. Limitless possibilities. The Bachelor of Arts (BA) degree prepares you for work in many disciplines and is an excellent foundation for a wide range of possible careers.

Our BA degree is a broad and flexible qualification rounded in the behavioural and social sciences. This degree aims to develop critical thinking and provide you with an in-depth understanding of human behaviour from different perspectives. As you progress to Year 3, you will learn how to apply theoretical knowledge gained throughout the duration of this degree to real-world contexts.

Because of our degree's unique emphasis on practical application, you will complete Work Integrated Learning (WIL) during Year 3. In addition, we are preparing you for postgraduate studies, a unique offering of this undergraduate degree. This blended approach ensures that you graduate with essential work skills such as critical thinking and problem-solving, being innovative and adaptable to change, collaborating in teams and communicating effectively.

The success of our BA lies in its flexibility of subject choice, a curriculum that is relevant, Technology Enhanced Learning (TEL) and smaller classes, as well as teaching staff with both industry and academic experience. We give you the opportunity to tailor your subject choice to specialise in an area that interests you the most.

📑 Qualification accreditation

• Accredited by the Higher Education Quality Committee (HEQC) of the Council on Higher Education (CHE)
• Registered with the South African Qualification Authority (SAQA)
• Accredited by the South African Board of People Practitioners (SABPP) - Applicable to HR modules of this qualification

✓ Entry requirements

1. South African National Senior Certificate (NSC) with Bachelor's degree endorsement.
2. Or a National Certificate (Vocational) level 4 issued by the Council of General and Further Education and Training with Bachelor's degree endorsement.
3. Or a letter or certificate confirming an exemption from Universities South Africa (USAf) for any other school-leaving results.
4. Or completion of a Bachelor's degree.
5. Or completion of a relevant Foundation Programme along with a letter or certificate of exemption from Universities South Africa (USAf).
6. Or completion of a relevant Higher Certificate.
7. And 25 Eduvos points or more.
8. And a minimum of 50% in English Language on Grade 12 equivalent.

🗄 Possible career options

Put your creative and critical thinking skills to good use. Graduating with the BA degree can form a foundation for many careers as this degree helps students acquire a wide range of interpersonal skills, which can be put to use in various positions. Some positions would require further training as is common with most three-year degrees, while others draw on the skills developed throughout the BA degree. The Eduvos programme provides for two core disciplines, which will enable students to have more than one option for postgraduate studies.
The careers for you, as a BA graduate are varied and could include:
• Human Resources
• Employee Wellness
• Research

In addition to the above, the BA degree offers students the first steppingstone to the journey of becoming a psychologist (industrial/organisational). After completion of a BA degree, students need to complete additional postgraduate programmes to enter these professions. Entry into postgraduate programmes is often limited due to strict selection processes.

This qualification is offered at the following campuses:

• Bedfordview
• Bloemfontein
• Claremont
• Durban
• East London
• Mbombela
• Midrand
• Nelson Mandela Bay
• Potchefstroom
• Pretoria
• Tyger Valley
• Vanderbijlpark

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Qualification structure

Year 1

- Business English
- Business Management 1A & 1B
- Communication Science 1A & 1B
- Employment Relations 1
- Human Resource Management 1
- Industrial Psychology 1A & 1B
- Labour Law
- Psychology 1A & 1B

Year 2

- Communication Science 2A & 2B
- Employment Relations 2
- Human Resource Management 2A & 2B
- Human Resource Risk Management
- Industrial Psychology 2A & 2B
- Personalities Theory 2A & 2B
- Research Methodology
- Optional: Positive Psychology

Year 3

- Advanced Employment Relations
- Counselling and Therapy Skills
- Group Dynamics
- Human Resource Management 3A & 3B
- Organisational Assessment and Evaluation
- Statistical Research Methods in Social Science
- Talent Management
- Work Integrated Learning (BA)

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Module Descriptors

Year 1

Business English
The aim of this module is to provide students with an understanding and practical knowledge of the business communication skills essential to any business venture.

Business Management 1A
This module introduces students to the fundamentals of business and key management practices in an organisation, including enterprises. The concept of business management refers to those activities that a manager in a business needs to undertake to operate the enterprise successfully, ranging from the business plan to the managing of resources and people. The module provides students with essential information and skills to understand and engage in management activities and business operations.

Business Management 1B
The aim of this module is to familiarise students with the fundamentals of human resource management, marketing, public relations, financial management, operations management, purchasing and provide information on how to develop a global business strategy.

Communication Science 1A
The aim of this module is to introduce you to the foundations of communication studies, the contexts of communication and the career opportunities for students of social sciences, creative arts, communications and humanities in general.

Communication Science 1B
The aim of this module is to introduce you to the foundations of communication studies, the contexts of communication, and the career opportunities for students of social sciences, creative arts, communications, and the humanities in general.

Employment Relations 1
This module is aimed at providing the student with an overview of the principles and practice in the field of Employment Relations in South Africa today.

Human Resource Management 1
The aim of this module is for students to demonstrate an understanding of Human Resources Management (HRM) and the ability to implement HRM in the business environment.

Industrial Psychology 1A
This module aims to provide you with an introductory knowledge scaffolding regarding the nature and practice of organisational psychology.

Work encompasses a large portion of a person's life (50 – 60 years on average). Therefore, it stands to reason that a vocation, irrespective of its nature, forms an intrinsic part of not only a person's day, but also their lives, personalities, psyches and, to a large degree, their self-concept. However, work is by no means a solitary activity, even when such is performed independently of others. The efforts, outputs or services affected by such have an impact on other workers/colleagues/employees. Therefore, any attempt to study people at work would need to occur on both a micro and a macro level. The study of people at work within the field of industrial/organisational psychology occurs on three levels, namely:
- Individual
- Group
- Organisation

It can certainly be argued that the study of human work behaviour and the symbiosis between such would further extend to the impact thereof on the nuclear family and larger community. The following questions are posed in efforts of study in industrial psychology:
- What motivates people to work?
- What makes a person a leader or follower at work?
- What makes some people invaluable at work while others are almost immediately dispensable?
- Why is it that some people find work to be intrinsically engaging while others seem to loathe their jobs?

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Industrial Psychology 1B
We live in a technology-driven world, but we cannot deny the fact that humans are an integral part of every organisation. At the heart of the successful organisation lies the industrial psychologist who can offer insight into employee behaviour, management, growth and potential development.

This module aims to further explore concepts and themes relevant to the field of industrial/organisational psychology. The following questions are posed in exploring this module:

- What do I need to know when recruiting and selecting for a position?
- How does one ensure the best fit between the person and the job?
- How do adults learn, and how is learning and development applied in the workplace?
- Why does performance need to be measured and how can we best do this?
- How can I build my career and the careers of those who work for me?
- What kind of impact does health have in the workplace and how does the workplace impact our health?
- How can I maximise team performance and what dynamics are at play in teamwork?

Labour Law
The aim of this module is to introduce you to the individual and collective labour laws in South Africa. The module begins by introducing you to South African Labour Law through exploring its origin, source, structure and classification. It further aims to provide detailed theoretical and practical knowledge of Individual Labour Law in the South African Constitutional context, in order to cultivate an astute and insightful approach to the understanding of the applicable law pertaining to the dismissal of employees, unfair labour practices and the application of employment equity. The module further gives you an insightful approach to and a detailed knowledge of the collective labour law in South Africa.

The module will introduce students to basic principles on which the protection of human rights is based in international instruments. It will expose students to the legal provisions for the protection and enforcement of human rights. After the completion of this module students will be able to analyse legal problems pertaining to human rights law, and solve problems associated with the violation of the fundamental human rights.

Psychology 1A
The aim of this module is to introduce you to the most relevant theoretical topics that are needed as a foundation for any further study in the area of psychology.

Psychology 1B
The aim of this module is to introduce you to the most relevant theoretical topics that are needed as a foundation for any further study in the area of psychology.

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Year 2

Communication Science 2A
The aim of this module is to develop your awareness and understanding of communication within organisations. The extent to which communication methods and communication networks affect organisations will be probed, as well as how to deal with conflict within the organisational environment.

Communication Science 2B
The aim of this module is to develop your awareness and understanding of communication within organisations.

Employment Relations 2
The aim of this module is to study the employment relations management process conceptually and practically, with specific focus on the micro, day-to-day employment relations in the workplace.

Human Resource Management 2A
The aim of this module is to cover the basic functions of Human Resource Management.

Human Resource Management 2B
The aim of this module is to cover Organisational Behaviour (OB), a field of study that investigates the impact that individuals, groups, and structure have on behaviour within an organisation, then applies that knowledge to make organisations work more effectively.

Human Resource Risk Management
The aim of the Human Resource Risk Management module is to equip students with a comprehensive understanding of the critical role of human resources in organisational risk management. This module focuses on the identification, assessment, and mitigation of risks associated with workforce management and human capital, preparing students to address real-world challenges in the ever-evolving business landscape.

Industrial Psychology 2A
The aim of this module is to aid the understanding, planning, supporting and managing of career development in the contemporary world of work. Upon completing the module, you should have an understanding of the processes, models and techniques utilised in assisting individuals with career choice and planning at an individual and organisational level. The objective of the module is to provide you with insights into the meaning of work for individuals and how such meaning affects the nature and process of career choice and planning, while accounting for the dynamic interaction between macro and micro environmental factors.

Industrial Psychology 2B
The modern workplace is contextualised by a variety of environmental, systemic, people, product, market and a host of interrelated challenges, owing to the onset of globalisation, information technology and constant changes in technology. As a consequence, organisational leadership and management must respond to such rapid change by being the agents of development and innovation with regard to the various organisational structures that ensure that their organisations remain profitable, competitive and innovative within the marketplace. More importantly, it is the personnel of an organisation that play a major role in the success (or failure) of organisation development initiatives.

This module aims to introduce you to the philosophy of organisational development within the modern organisational perspective, and how to equip management and leadership of an organisation to cope with the rapid onslaught of change, while promoting its capacity for flexibility, adaptability, innovation and resilience. Of particular interest will be the introduction to, and extrapolation of, the processes and skills required to identify and diagnose problems within the organisation that require the implementation of change. Furthermore, this module aims to provide contextualisation regarding the ever-changing environmental forces that confront the personnel of an organisation as well as to provide a foundation of knowledge and skills to you, the budding organisational development practitioner, thereby aiding your further, and more specialised, studies within this field.

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Personalities Theory 2A

The aim of this module is to introduce you to theories related to the study of personality in psychology, equipping you with the key terms and concepts related to personality as well as a historical basis of studies of personality psychology. The module content also covers individual theories in studying personality, collectively referred to as depth psychology. The module is foundational and is offered in preparation for further studies in psychology.

Personalities Theory 2B

The aim of this module is to build on the foundation laid in Block 3, which introduced you to theories related to the study of personality in psychology, expanding your understanding of perspectives, key terms and concepts related to personality. The module content covers selected chapters from Part 3 (Behavioural and Learning Perspectives), Part 4 (Person-Oriented Approaches) and Part 5 (Socially Contextualised Perspectives). This module is foundational and is offered in preparation for further studies in psychology.

Positive Psychology

The aim of this module is to introduce you to the study of positive psychology. Specifically, a distinction is made between traditional diagnosis of pathology and the new strengths-based approach, which focuses on distinctive traits and states that allow human beings to thrive, be resilient and find joy in their daily existence. The subject also introduces you to concepts such as emotional intelligence, fostering positive relationships and enabling positive change.

Research Methodology

The aim of this module is to provide students with the understanding and the ability to describe the research process and the different methodologies that are part of the process.

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Year 3

Advanced Employment Relations

The aim of this module is to provide learners with have a thorough knowledge of collective bargaining in employment relations, as well as the impact of the labour market, conflict in the workplace, negotiations, dispute resolution and strikes on collective bargaining. This module also aims to provide learners with the practical skills to manage the day-to-day running of employment relations in the workplace.

Counselling and Therapy Skills

This module aims to provide students with a basic, introductory understanding of the fundamental skills related to counselling. The objective is to provide an entrance into the field of providing psychological help to those in need and thereby introducing students to the pertinent information, process and procedures contained within counselling work in order to encourage and stimulate further interest and study.

Group Dynamics

Group Dynamics is dedicated to the study of all aspects of human groups. In this module, we seek to answer questions such as: Why do groups form? Why do people join groups? How do groups come to change over time? What makes a high-performance group? When we seek the answers to these questions, we start to learn about the processes that are part of the interaction of dynamic groups and gain a greater understanding of the reasons as to why people think, feel and behave in a particular manner. Indeed, when such questions are considered, we learn that the study of human behaviour is contextual and thus requires consideration of the groups from which such behaviour stems.

Therefore, Group Dynamics, on a practical level, aims to understand the nature of groups, with particular emphasis on the formation of work groups and the direct impact that such will have on the competitiveness, creativity and productivity of the modern workplace. An integral component of the formation of organisational culture is related to the groups that form and the norms and values that such bring to the workplace. When we understand groups, we have a better understanding of why societal problems such as racism, sexism and interpersonal conflict occur, and, as such, are better equipped to enable both wide-ranging societal change and more micro-based cultural change within the workplace.

Organisational Assessment and Evaluation

The aim of this module is to identify, analyse and adapt to the drastic changes in the last 25 years seen within the world of work. The most paramount of these changes being the fact that a career is no longer a linear path of progression. Rather, careers have taken on a far more protean, cyclical nature, with workers now having an average of 10 different vocations in their lifetime.

Owing to such change, it has become paramount that organisations, managers and human resource practitioners become acquainted with the changing nature of careers and career paths. The simple truth is that employees now experience less job security and more ambiguity in terms of career management and progression. Linked to the relative increase in job insecurity is the sudden increase in workforce diversity, working couples and less career plateauing. In accordance with such change, it is vital to engage in a study of the psychology of careers such that individuals and organisations can engage in effective career planning and progression activities that strike a balance between worker and organisational needs.

This module introduces you to the nature and practice of psychological assessment in the organisational context. Specifically, the module focuses on an introduction to fairness in assessment, the fundamentals of psychological assessment, the law and assessment in South Africa, the statistical underpinnings of assessment and the various forms and purposes of psychological assessment.

This module particularly aims to introduce you to the world of psychometrics; that is, the scientific and systematic method of psychological assessment development, norming, standardisation and application. Furthermore, this module aims to provide you with knowledge and perspective in regard to the process of gathering human data by means of psychometric assessments, and how such data is converted into meaningful information used to make decisions within the modern organisational context.

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Human Resource Management 3A
This module is designed to cover all aspects of remuneration management as part of the Human Resource Management function, to enable a better understanding of the dynamics of remuneration management.

Human Resource Management 3B
The purpose of this module is to equip the student with the knowledge and skills needed to gain a competitive advantage by managing human-resource-related issues (for example, flexible patterns of work, competitive advantage, intellectual capital, total quality management, leadership, Strategic Human Resource Management (SHRM), the future role of human resource management, etc.) effectively.

Statistical Research Methods in Social Science
The aim of this module is to develop your understanding of the basic principles of psychological research design and analysis. By the end of this module, you should be able to understand, interpret and apply fundamental descriptive and inferential statistical methods used in social science.

Talent Management
The aim of the Talent Management module is to create an understanding of the strategic processes and practices involved in attracting, developing, retaining, and maximizing the potential of talent within organizations. This module focuses on preparing students to become adept at managing human capital as a critical resource in achieving organisational goals and maintaining a competitive edge.

Work Integrated Learning (BA)
The aim is to ensure that students develop the ability to integrate their learning through a combination of academic and work-related activities.

NB: Each student will secure her / his own place to do WIL programme within the students' area of specialisation.