



Bachelor of Arts (Psychology & HR Management)

SAQA ID 120745 NQF Level 7

🕒 Qualification 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 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 select, conduct and present a research project. In addition, by introducing you to research, 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.

✅ Entry requirements

- South African National Senior Certificate (NSC) with Bachelor's degree pass. *
- Or National Certificate (Vocational) Level 4 issued by the Council of General and Further Education and Training with a Bachelor's degree pass.
- Or letter or certificate confirming an exemption from Universities South Africa (USAf) for any other school-leaving results.
- Or completion of a Bachelor's degree.
- Or completion of the relevant Foundation Programme along with a letter or certificate of exemption from Universities South Africa (USAf).
- Or completion of a relevant Higher Certificate.
- Or completion of the relevant Eduvos Access Programme.

AND

- * 25 Eduvos points or more.
- 50% or above for Grade 12 English or equivalent.

📄 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

This qualification is offered at the following campuses:

- | | |
|---------------------------|----------------------|
| • Bedfordview | • Mbombela |
| • Bloemfontein | • Midrand |
| • Cape Town: Mowbray | • Nelson Mandela Bay |
| • Cape Town: Tyger Valley | • Potchefstroom |
| • Durban | • Pretoria |
| • East London | • 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
- Developmental Psychology 2A & 2B
- Employment Relations 2
- Human Resource Management 2A & 2B
- Human Resource Risk Management
- Personalities Theory 2A & 2B
- Research Methodology
- Optional: Positive Psychology

Year 3

- Advanced Employment Relations
- Abnormal Behaviour 3A & 3B
- Health and Community Psychology
- Human Resource Management 3A & 3B
- Individual Therapy
- Social Psychology
- Talent Management
- Elective: Assessment and Evaluation 3 or Neuropsychology

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 used 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, depending on the study stream you select, 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 (counselling, clinical, educational, research). 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.



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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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Year 1

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, 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 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 psychology.



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Module descriptors

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.

Developmental Psychology 2A

The aim of this module is to provide you with a solid foundation of knowledge on relevant concepts and theories in developmental psychology in preparation for further learning. This includes multiple perspectives on the various stages of human development from the prenatal to adolescent phase regarding physical, socioemotional and cognitive aspects, as well as an understanding of the potential influence thereof on the individual within his/her specific environment.

Developmental Psychology 2B

The aim of this module is to provide you with a solid foundation of knowledge on relevant concepts and theories in developmental psychology in preparation for further learning. This includes multiple perspectives on the various stages of human development from the early adulthood to late adulthood phase regarding physical, socioemotional and cognitive aspects, as well as an understanding of the potential influence thereof on the individual within his/her specific environment. This module will also focus on death, dying and grieving.

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.

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.



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Year 2

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

Abnormal Behaviour 3A

The aim of this module is to provide a critical overview of psychopathology from a variety of perspectives, namely theoretical, cultural and treatment perspectives. The module will demonstrate how psychological disorders are rooted in multiple factors such as biology, psychology, culture, society, family and politics.

Abnormal Behaviour 3B

The aim of this module is to provide a critical overview of psychopathology from a variety of perspectives, namely theoretical, cultural and treatment perspectives. The module will demonstrate how psychological disorders are rooted in multiple factors such as biology, psychology, culture, society, family and politics.

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.

Assessment and Evaluation 3

The aim of this module is to introduce you to psychometric theory, test construction, ethical considerations and the types of assessments used to test various domains in psychological functioning. By learning about the important theoretical and psychometric principles, you will be able to evaluate the instruments and techniques used in testing and assessment. Additionally, the intention of this course is to prepare you for more advanced studies in psychometric measurement and test design.

Health and Community Psychology

The aim of this module is to help you gain the necessary knowledge and understanding to work with community groups and projects. You are encouraged to identify the means to facilitate communities in assisting, enhancing and developing themselves while dealing with challenges, such as poverty and limited resources.

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.

Individual Therapy

The aim of this module is to equip you with a working knowledge of some of the most dominant systems of psychotherapy that currently inform and influence thinking in the discipline of psychology. In addition to providing a solid grounding in the major theoretical paradigms, the module will endeavour to expose you to the ways in which these theoretical systems might be applied in practice.



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Year 3

Neuropsychology

Neuropsychology is an essential sub-discipline within psychology as it focuses on the physiological and neurobiological processes that form the foundation for all human behaviour. An understanding of the neuropsychological component will assist in greater insight into the holistic functioning of individuals. Students will be introduced to the way in which the nervous system functions, the neural bases of specific functional systems, such as language, memory and executive function, in addition to gaining insight into brain development and generalised cognitive disorders.

The module provides students with knowledge of what neuropsychology and neuropsychological practice is and which areas of psychological practice can be informed by neuropsychology. It furthermore informs students of various neurodegenerative and neurological disorders and difficulties, their psychological effects and the link with psychological intervention.

Social Psychology

The aim of this module is to provide a detailed understanding of the field of social psychology, examining the attitudes, beliefs and behaviours of both individuals and groups. In addition, the module explores the scientific methods that provide an understanding of how individuals and groups may be influenced. Social psychology also provides an opportunity for you to engage in critical thinking regarding human behaviour, to engage with the outcomes of social research and to create arguments based on this knowledge as applicable to a variety of contexts.

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.