



FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES



HUMAN RESOURCE MANAGEMENT MASTER'S POTCHEFSTROOM

SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT



ELEVATE YOUR PROFESSIONAL CAREER

- **Course overview:** This qualification will enable learners to apply for registration as a personnel practitioner with the South African Board for People Practices.
- **Career options:** Private practice, specialist roles in public/private organisations, academia.
- **Course structure:** One to two years (full-time), two to three years (part-time), dissertation in article format, three modules.

THE NWU IMPACT FACTORS:

- Programme faculty members are all registered with the SABPP.
- Industry-driven and practical focus.
- Developing research capabilities
- Emphasis on personal development.



NETHERLANDS EXCHANGE PROGRAMME

The School of Industrial Psychology and Human Resource Management (Potchefstroom Campus) has formalised an exchange programme with the Department of Human Resource Studies at the Tilburg University (The Netherlands). It provides the opportunity for two HRM students to do their modules at TU for one semester, commencing in the middle of August 2019 up to January 2020. More detail on this exchange programme will be given to those candidates who are interested.





INFORMATION ABOUT THE PROGRAMME

MODULES:

The following modules will be included in the master's programme in Industrial Psychology for 2019:

- HRMA 872 Mini-dissertation 80%
- HRMA 874 Scientific Reasoning 10%
- HRMA 875 Advanced Strategic Human Resource Management 10%

PURPOSE OF THE DEGREE:

This master's qualification in Human Resource Management is designed to provide students with an advanced basis of theory as well as the application of the principles of human resource management in research and the business world. The degree prepares students for research-based postgraduate study at NQF level 10 and has as purpose the consolidation and deepening of research capacity in the methodology and techniques suitable to human resource management. Students will acquire the knowledge, skills and attitudes to be competent and successful in exercising the function of human resource managers and apply the skills required to analyse, advise and support employers/employees within the work context. This programme aims to equip students with knowledge, skills and attitudes focusing on:

- Scientific reasoning
- Professional HR: Risk management, ethics and corporate governance
- Strategic management
- Performance and remuneration management
- Talent management
- Global leadership development
- Managing an HR department
- Personal development

METHODOLOGY:

- It is expected that students attend ALL the classes as registered for during the year, to complete their assignments and show satisfactory behaviour. A student's studies may be terminated on the basis of poor class attendance, or unsatisfactory progress and behaviour. Any student who cannot attend a class needs to submit a written reason for not being able to do so. The student will be required to submit additional work (assignment or practical, for example) to make up for the time lost.
- This arrangement can only be made for a maximum of two classes.
- A variety of teaching methods are used, such as lectures, assignments, practical assignments, discussion groups, roleplays, simulations and self-study.

EXAMINATION AND PASSING REQUIREMENTS:

Assessment takes place in the following formats:

- Written and oral tests and examinations;
- Individual and group projects;
- Case studies;
- Verbal presentations;
- Role-plays and simulations;

COMPETENCIES:

External moderationThe MCom/MA degree in Human Resource Management is offered to:

- provide learners with the competence to understand and evaluate human resource theories and research.
- empower learners to use a wide variety of research methods and to cultivate scientific thinking and reasoning.
- enable learners to demonstrate critical thinking and to assimilate new field-related knowledge.
- promote life-long learning inculcating a sense of wonder, curiosity and respect for the scientific method in learners.
- provide learners with the competence to assess people and intervene on an advanced level within the work context to solve problems.

- Assignments;
- Self- and peer assessment;
- Seminar papers or presentations;
- Mini-dissertation proposal and defence;
- Attendance of and contributions to research meetings at various levels;
- A student must achieve 50% to pass a module (except where a different pass rate is indicated);
- A maximum of two modules may be repeated, and if a student fails more than two modules, the (whole) programme must be repeated; and
- A student must achieve an average of 75% to obtain the degree cum laude.

FINANCIAL IMPLICATIONS:

- Take note that the fees escalate annually. For more information, please visit the following link:
- <http://studies.nwu.ac.za/studies/apply> or e-mail PC-Studyfees@nwu.ac.za

EXTERNAL MODERATION:

The Faculty appoints internal and external examiners as well as moderators in the case of written examinations. Examination committees review the performance of all the students. A different type of moderation is undertaken by the South African Board for People Practices. The following process is used for full dissertations: Students present a research proposal to the Scientific Research Committee, and the Scientific Research Committee approves the research proposal during a proposal meeting. Thereafter, an ethics application process is followed. Only after approval of the research proposal by the applicable Research Ethics Committee, the research study may commence. The Director of Research approves and comments on the research proposal before it is sent to the Faculty Board for title registration and approval of supervisor(s) and examiners. The supervisor plays a day-to-day role in guidance and integrated assessment. Finally, both internal and external examiners examine the full dissertation and report to the management committee.

QUALIFICATION GUIDE

MINIMUM REQUIREMENTS:

Prospective students in Human Resource Management should adhere to the following admission requirements:

- Be in possession of a BA/BCom honours degree in Human Resource Management or have been granted BA/BCom honours status as approved by the Faculty Board;
- Meet all the core module (or similar modules) requirements of the primary part of the proposed MA/MCom study, namely: Research Methodology and Research Report, Applied Labour Relations, Human Capacity Development, Organisational Behaviour, Strategic Human Resource Management and Descriptive and Practical Statistics.
- Have passed the honours degree with an average of 65% and therefore qualify to be invited to the second phase of the selection process;
- Prospective students should also pass a selection process directed at the measurement of the competencies set for human resource practitioners by the South African Board for People Practices.
- Students from other universities will be evaluated based on the outcomes and content of the programme they studied at the particular university. Diplomas or technicon degrees will NOT be acknowledged. Any other degree outside Human Resource Management will not be considered for admission to the master's degree.



GENERAL APPLICATION INFORMATION:

See to it that you complete the form in full to prevent any delays. Qualifications that can be applied for in Human Resource Management include:

- MCom Human Resource Management: Qualification code: 5CFN01; Curriculum code: E852P.
- MA Human Resource Management: Qualification code: 5CTP01; Curriculum code: E801P.
- The applicant does not need to identify a possible supervisor at the time of application.
- A prospective student should comply with the qualification requirements as stipulated in the academic yearbook and summarised in this document (see section 2.1).
- Applicants who do not comply with qualification prerequisites (as set out in section 2.1) do not qualify for the rest of the selection process. These applicants will be informed timeously (via e-mail) that they were unsuccessful.
- Applicants who do comply with the minimum requirements for the qualification will be informed, via a letter, that they should attend the days of selection. Successful applicants will be informed well in advance of the selection days.
- If marks are still outstanding during the paper selection and even during the final selection, the successful applicant will receive conditional selection until final marks are available.
- The final admission decision can only be made after all outstanding documentation and proof have been received.
- The final decision regarding admission is only made after the day of selection. Applicants will be informed within two weeks (after the day of selection), via e-mail, whether they were successful or not.
- The result of the selection process is final.
- Applicants should make sure that all contact details are correct, since they are contacted regularly via e-mail.
- If an applicant is invited to attend the selection days, it is the applicant's responsibility to attend. If the applicant does not attend, there will be NO second opportunity. Only candidates who attend the selection will be considered for admission.
- The selection is only valid for the year in which you apply, and is therefore not transferable to the next year.
- By applying for this qualification, the applicant acknowledges that he/she has read this document and is aware of the fact that he/she will be subjected to a selection process and all the mentioned prerequisites and information associated with it. Furthermore, the applicant also consents to be subjected to psychometrics, interviews and other individual and/or group exercises.



HOW DO I APPLY FOR MY MASTER'S DEGREE?

Closing date for Master's in Human Resource Management is 31 August 2018. No postponement will be granted.

- Applicants are requested to apply online.
- The NWU application form together with all the necessary information is available on the NWU webpage at (use Firefox/Google Chrome when opening the link):
<http://www.nwu.ac.za/content/application-master-doctorate-studies>

- Students from other universities have to ensure that all documentation as requested is attached to the application form. The School of Industrial Psychology and Human Resource Management emphasises the importance of the following documentation without which the application cannot be processed:

- Official academic record(s).
- Specific outcomes (aims) of modules/content covered in previous qualification(s).

VERY IMPORTANT: Make sure that all e-mail addresses and telephone numbers on your application form are correct. The School of Industrial Psychology and Human Resource Management contacts you on the e-mail address as shown on your application forms. If this information is incorrect or not available, you will not receive the necessary information to be able to successfully complete the selection process. The School will also then not be able to accommodate you if you (because of this) do not attend the selection or if you have missed any other important information.

Once you have applied online, please notify the School of Industrial Psychology and Human Resource Management.



Ms Debbie Mtshelwane
(School of Industrial Psychology and Human Resource Management)

.Queries regarding the content of the programme and information related to selection day.

(018) 299 1400

debbie.mtshelwane@nwu.ac.za

Mrs Lisnet Louw
(Higher Degrees and Ceremonies)

Queries and problems regarding the online process itself.

(018) 285 2619

lisnet.louw@nwu.ac.za