



**FACULTY OF
ECONOMIC AND
MANAGEMENT SCIENCES**

**INDUSTRIAL PSYCHOLOGY MASTER'S
POTCHEFSTROOM**

SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT



ELEVATE YOUR PROFESSIONAL CAREER

Course overview: Designed for prospective psychologists who wish to register as a professional (Category: Industrial) at the Health Professions Council of South Africa (HPCSA).

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), mini-dissertation in article format, five modules.

THE NWU IMPACT FACTORS:

- • Programme faculty members are all registered and experienced industrial psychologists with corporate, public and/or private clients.
- • All students in the programme register with the HPCSA as student psychologists.
- • This qualification leads to professional registration upon successful completion of the HPCSA board examination.
- • Industry-driven and practical focus.
- • Emphasis on personal development.



INFORMATION ABOUT THE PROGRAMME

MODULES:

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

- IOPP 873 Mini-dissertation 44%
- IOPP 874 Scientific Reasoning 9%
- IOPP 875 People Development 9%
- IOPP 876 Professional Industrial Psychology 20%
- IOPP 877 Well-being 9%
- IOPP 878 Applied Counselling 9%

COMPETENCIES:

- Demonstrate the ability to apply appropriate knowledge of and insight into the South African population and psychological measurement theories and techniques to identify strengths and weaknesses;
- Demonstrate knowledge, theories and techniques of psychology to develop and implement interventions to enhance and/or promote individual, group or organisational well-being and optimal functioning;
- Demonstrate the ability to conduct themselves in a professional manner and work within their scope of practice, observing the legislative framework and professional standards and codes of conduct;
- Demonstrate the ability to conduct research using scientific techniques, debate, and describe the findings in written format adhering to academic protocols;
- Demonstrate the ability to apply skills and knowledge to evaluate, debate, adapt and/or develop policies;
- Demonstrate the ability to apply skills and knowledge to design and implement programmes to train and supervise others;
- Know and understand the ethical and legal considerations impacting on psychology.

PURPOSE OF THE DEGREE:

- To enable a student to register with the Professional Board for Psychology of the Health Professions Council of South Africa (HPCSA) as a psychologist (Category: Industrial). The registration empowers the psychologist to render psychological services in a variety of workplace-related settings, focusing on the prevention, intervention, promotion and assessment of human behaviour with a view to optimising behaviour in individuals and organisations. The qualification enables students to assimilate new psychological knowledge and promotes life-long learning, inculcating curiosity and respect for the scientific method in psychology.

METHODOLOGY:

- As per the Health Professions Council of South Africa Guidelines for Training of Professional Psychologists, ALL class sessions are compulsory. A learner 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:

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

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 Health Professions Council of South Africa (Professional Board for Psychology).

The following process is used in the case of minidissertations: The Scientific Research Committee approves a 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 minidissertation and report to the management committee.

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 email PC-Studyfees@nwu.ac.za

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;
- Pass a selection process directed at the measurement of the competencies set for psychologists by the HPCSA.
- 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 Industrial Psychology include:

- MCom Industrial Psychology: Qualification code: 5EDQ01; Curriculum code: E801P.
- MA Industrial Psychology: Qualification code: 5EFQ01; Curriculum code: E851P.
- 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 year book 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 an email that they should attend the days of selection. Successful applicant 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 Industrial Psychology 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.

Dr Marissa Brouwers
(School of Industrial Psychology and Human Resource Management)

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

(018) 285 2309

IP-MasterSelection@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