NWU ®

INFORMATION FOR PROSPECTIVE DOCTORAL CANDIDATES: HUMAN RESOURCE MANAGEMENT, INDUSTRIAL/ORGANISATIONAL PSYCHOLOGY, LABOUR RELATIONS MANAGEMENT, AND HUMAN RESOURCE DEVELOPMENT

SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT

WHAT CAN YOU STUDY?

We are pleased that you are showing interest in joining our team as a PhD candidate. Our School (of Industrial Psychology and Human Resource Management) offers the following PhD programmes across three campuses (Mahikeng, Potchefstroom and Vanderbijlpark):

	AIM
Human Resource Management	Advanced our general understanding of human resource management (attracting, engaging, and retaining talent) through research. The programme educates and trains its students to generate and integrate scientific knowledge, attitudes, and skills so as to further human resource management sciences and promote human performance.
Industrial Psychology	Advance our general understanding of industrial psychology in work and non-work contexts through research. The programme educates and trains its students to generate and integrate scientific knowledge, attitudes, and skills so as to further industrial psychology sciences and promote human well-being.
Labour Relations Management	Through lateral and innovative thinking, the candidate expands his/her knowledge and increase his/her expertise in researching the optimisation of individual, social, and institutional relationships.
Human Resource Development (Potchefstroom Campus Only)	To provide in South Africa's needs for dedicated and highly specialised training and human resource development researchers, who are empowered to conduct original training and development research, to make a scientific contributions to knowledge construction and understanding of training and development research, to make a scientific contribution to knowledge construction and understanding of training and development either by contributing to the discovering of new knowledge of developing a critical research approach, and to contribute in a responsible and meaningful way to the improvement of training and development.

WHAT WILL BE EXPECTED OF YOU?

A PhD degree is a full research degree, requiring a thesis (with a minimum of 360 credits), which contributes 100% of the final grade.

In general, PhD candidates must be able to demonstrate that they are conversant with the relevant literature, have clear research capabilities, and are able to present their research in the required format. In addition to these requirements, a PhD thesis must indicate a clear contribution to new knowledge and insights into the specific subject discipline or field. The work must be of adequate quality to satisfy peer-review scrutiny and merit the publication of findings. In this regard, a thesis must reflect original thinking through the uncovering of new facts and/or the use of critical and independent analysis.
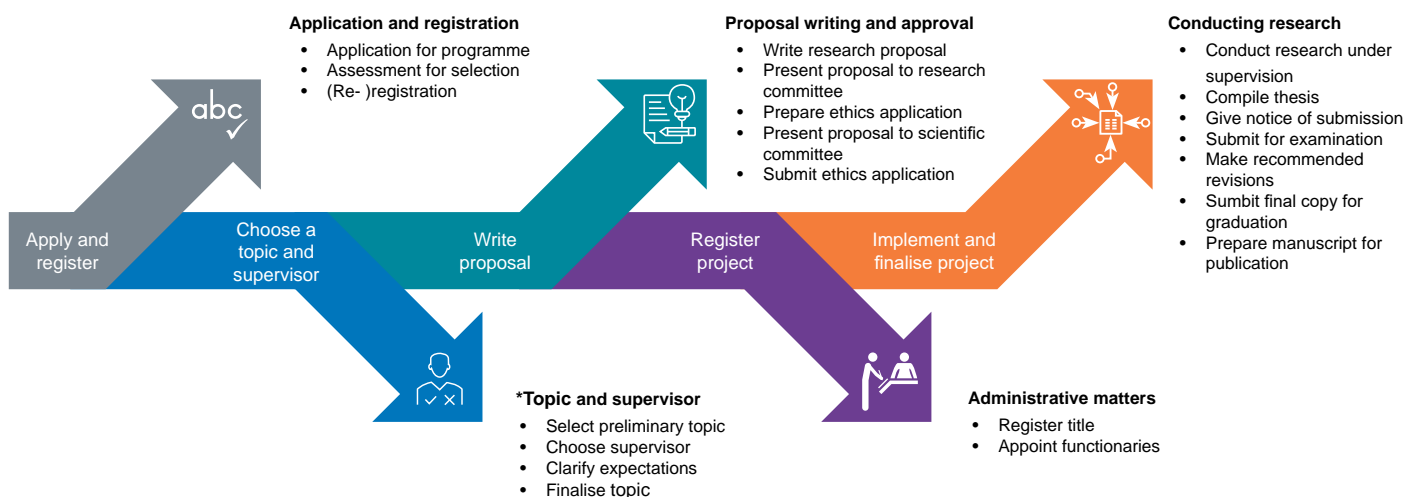
PhD candidates must be able to present their research in a systematic, logical and persuasively structured thesis. The final thesis can be presented in either the conventional format or in the article format (recommended). At least one article presented to a subsidy-bearing journal is required before the thesis is submitted for examination as a requirement to obtain a PhD.

As stipulated by the University and Faculty rules, a PhD candidate is required to, within six months after the final date of registration for doctoral degrees, present a research proposal and proposed title for the thesis to the scientific committee for approval.

The research ability of the candidate must be to the satisfaction of the School Director and the Director of the Research Entity. In support of this, it is recommended that candidates successfully complete the short learning programme in research design within six months of registering for the degree (for more information, visit   , Short learning programmes, Online SLP: Research Design).

WHAT WILL YOUR JOURNEY LOOK LIKE?

The figure below depicts the typical journey of a PhD candidate:

Application and registration
- Application for programme
- Assessment for selection
- (Re-)registration

Proposal writing and approval
- Write research proposal
- Present proposal to research committee
- Prepare ethics application
- Present proposal to scientific committee
- Submit ethics application

Conducting research
- Conduct research under supervision
- Compile thesis
- Give notice of submission
- Submit for examination
- Make recommended revisions
- Sumbit final copy for graduation
- Prepare manuscript for publication

Apply and register

Choose a topic and supervisor

Write proposal

Register project

Implement and finalise project

*Topic and supervisor
- Select preliminary topic
- Choose supervisor
- Clarify expectations
- Finalise topic

Administrative matters
- Register title
- Appoint functionaries

*This may also happen before application

HOW LONG WILL IT TAKE?

PhD candidates can either enrol part-time or full-time for the degree. For full-time students, the maximum duration of study is four years. For part-time students, the maximum duration of study is five years. PhD candidates in Human Resource Development can only enrol part-time.

DO YOU QUALIFY TO APPLY?

	AIM
Human Resource Management	Prospective students in Human Resource Management should be in possession of a Master's degree in Human Management (or closely related field). An average of 60% in the Master's degree is a prerequisite for the PhD selection.
Industrial Psychology	Prospective students in Industrial Psychology should be in possession of a Master's degree in Industrial Psychology. An average of 60% in the Master's degree is a prerequisite for the PhD selection.
Labour Relations Management	Prospective students in Labour Relations Management should be in possession of a Master's degree in Labour Relations. An average of 60% in the Master's degree is a prerequisite for the PhD selection.
Human Resource Development (Potchefstroom Campus Only)	An applicable master's degree in Training and Development or Human Resource Development and at least seven years' HRD experience on a senior management level are prerequisites. The student must have obtained a minimum average pass mark of 65% for the master's degree.

HOW FAR DOES OUR NETWORK STRETCH?

Postgraduate education and training for PhDs are co-ordinated by the Optentia Research Focus Area and the WorkWell Research Unit. The research units have extensive international networks. Visit their websites for interesting information: and   .

HOW MUCH WILL IT COST? IS THERE FINANCIAL SUPPORT?

Take note that the fees escalate annually. For more information, please visit the following website:
The University also offers bursaries for postgraduate students. For more information, please visit the following website:

STILL INTERESTED? FOLLOW THESE EASY STEPS TO APPLY.

1. Visit   to apply online. The School reviews applications three times a year (February, June and October).

2. Enter your qualification information when applying:

   • Human Resource Management: Qualification code: 5CAR13; Curriculum code: E901M (Mahikeng Campus) / E901P (Potchefstroom Campus) / E901V (Vanderbijlpark Campus).

   • Industrial Psychology: Qualification code: 5CCR01; Curriculum code: E901M (Mahikeng Campus) / E901P (Potchefstroom Campus) / E901V (Vanderbijlpark Campus).

   • Labour Relations Management: Qualification code: 5CAR05; Curriculum code: E901M (Mahikeng Campus) / E901P (Potchefstroom Campus) / E901V (Vanderbijlpark Campus).

   • Human Resource Development: Qualification code: 5CAR11; Curriculum code: E901P (Potchefstroom Campus).

In selecting the curriculum code, you indicate your campus of choice. With the exception of Human Resource Development, the programmes are presented on all three campuses. Although you may have indicated a preferred campus (or supervisor) on your application, the School reserves the right to propose to allocate a different campus (or supervisor) based on supervision capacity and expertise.

3. Attach your supporting evidence to your application:

   • Certified copies of your ID or passport (for international students).

   • Certified copies of all academic transcripts, including final results of all qualifications obtained (if these qualifications were obtained from other tertiary education institutions).

   • Certified copies of all certificates/diplomas/degrees (if these qualifications were obtained from other tertiary education institutions).

   • An evaluation certificate as issued by the South African Qualifications Authority (SAQA) must be submitted if your previous qualification was obtained in a foreign country. The evaluation certificate may be obtained by visiting the SAQA website.

   • Signed undertaking.

   • International students are also required to provide:

     o a certificate of conduct, as issued by the registrar of the university/college/technikon where you were (or currently are) registered.

     o A certificate of proof of English proficiency:

       ■ Prospective students from non-English speaking countries must submit a certificate of English language proficiency – either the TOEFL score sheet or results of the University of Cambridge International English Language Testing System. Students who completed their studies through an English-medium institution prior to submitting their application may apply in writing for exemption from the TOEFL test. Find the TOEFL test here: .

     o Proof of payment of the application fee (non-refundable) (see   for the amount and bank details).

   • Updated curriculum vitae.

   • Short research proposal

     o consisting of a relevant topic (in your field of study),

     o motivating why you want to do the study and what value it will add to the body of literature, and

     o indicating the research methodology that you envisage to use.

WHO DO YOU CONTACT IF YOU NEED MORE INFORMATION?

Research programme leaders

Mahikeng	Dr Alex Molefi	Molefakgotla.Molefi@nwu.ac.za
Potchefstroom	Dr Melissa Jacobs	Melissa.Jacobs@nwu.ac.za
Vanderbijlpark	Prof Leoni van der Vaart	12772356@g.nwu.ac.za

Higher Degrees Administrative staff (For assistance with online applications)

Mahikeng	Ms Dipuo Maseng	MC-HigherDegrees@nwu.ac.za
Potchefstroom	Ms Bonolo Kgokong	HigherDegree-Enquiries@nwu.ac.za
Vanderbijlpark	Ms Petro van Rhyn	VTC-HigherDegees@nwu.ac.za

You can also consult our yearbook for more information:

WHAT HAPPENS AFTER YOU APPLIED?

The first step in the selection process entails the screening of the application. This means that Higher Degrees Administration checks whether the application is complete (i.e. all the required supporting evidence must have been submitted with the application).

Next, the research programme leader evaluates whether the applicant meets the minimum entry requirements (as stipulated in this document) and determines whether there is sufficient supervision capacity.

If there is sufficient capacity to supervise, and the applicant meets the minimum requirements, the candidate will be invited to participate in the next phase of the selection process. Details of the selection process will be communicated to applicants, but it typically consists of an academic literacy test and/or a presentation and/or an interview.

Lastly, the outcome of the application is communicated to the applicant.