



**Faculty of Economic &
Management Sciences**

**School of Industrial Psychology
& Human Resource Management**

Post-graduate programme
information brochure

2022-2023

**MASTERS IN
HUMAN RESOURCE
MANAGEMENT**

FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES

SCHOOL OF INDUSTRIAL PSYCHOLOGY &

HUMAN RESOURCE MANAGEMENT

Applications open: 1 May

Applications close: 31 August

MASTER'S IN HUMAN RESOURCE MANAGEMENT

The 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, with the purpose of deepening research capacity in the methodology and techniques suitable for human resource management. Students will acquire knowledge, skills, and attitudes to be competent and successful in exercising the function of human resource management 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;
- Talent management;
- Performance and remuneration management;
- Global leadership development;
- Managing an HR department; and
- Personal development.

METHODOLOGY

- It is expected that students attend ALL the classes 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) 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, role-plays, presentations, simulations, and self-study.

Modules:

The following modules will be included in the master's programme in Human Resource Management for 2022:

Module code	Module name	% of programme
HRMA 872	Mini-Dissertation	80%
HRMA 874	Scientific Reasoning	10%
HRMA 875	Advanced Strategic Human Resource Management	10%

EXAMINATION AND PASS 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;
- Assignments;
- Self and peer assessment;

- Seminar papers or presentations;
- Mini-dissertation proposal and defence; and

Attendance of and contributions to research meetings at various levels in the IOPP 874 and HRMA 874 modules.

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.

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://services.nwu.ac.za/student-accounts-and-bursaries/payable-fees>

	Potchefstroom Campus	Vanderbijlpark Campus
Email address:	pc-studyfees@nwu.ac.za	vaalaccounts@nwu.ac.za
Contact number	(018) 299 2667 or (018) 299 2673	(016) 910 3156 or (016) 910 3167

ELEVATE YOUR PROFESSIONAL CAREER

This qualification will enable learners to apply for registration as a personnel practitioner with the South African Board for People Practices (SABPP) (permitted learners must meet any additional requirements as set out by the Board).

Course structure: One to two years (full-time); two to three years (part-time). This includes a dissertation in article format, and three modules.

Career options:

- Academia (teaching and learning and research).
- HR Business Partner

- Chief Learning Officer
- Learning & Development Director
- Compensation & Benefits Manager
- Talent Specialist
- Recruitment and Selection Manager
- Management Consultant
- Human Resources Manager
- Organizational Development Consultant or Director

THE NWU IMPACT FACTORS:

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

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 SABPP; and
- Students from other universities will be evaluated based on the outcomes and content of the programme they studied at the particular university.
- Diplomas or technikon 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: 5HDP01; 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.

Applicants who do not comply with the qualification prerequisites do not qualify for the rest of the selection process. These applicants will be informed timeously (via email) 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 email, whether they were successful or not.

The result of the selection process is final.

Applicants should make sure that all contact details are correct, as they will be contacted regularly via email.

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 the applicant applies and is therefore not transferable to the next year.

By applying for this qualification, the applicant acknowledges that they have read this document and is aware of the fact that they 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.

ADMINISTRATION PROCESS:

Applicants are requested to apply online. Please follow these steps when applying:

Step 1: Visit the following link <http://studies.nwu.ac.za/studies/how-apply-online>

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).

Step 2: Once you have applied online, please notify the School of Industrial Psychology and Human Resource Management.

Step 3: Candidates who have successfully completed the first phase of the selection process (paper selection) will be contacted by the School of Industrial Psychology and Human Resource Management in order to continue with the other phases of the selection process.

- Closing date for the master's in Human Resource Management is 31 August each year.
- No postponement will be granted.

For more information regarding the application process, please contact the administrative staff using the contact details provided below:

Name & surname	Business unit	Contact details
Ms Bonolo Kgokong	Higher Degrees and Ceremonies (Potchefstroom Campus)	(018) 285 2619 or (018) 299 4044 33426775@nwu.ac.za
Ms Petro van Rhyn	Higher Degrees and Ceremonies (Vanderbijlpark Campus)	(016) 910 3107 VTC-HigherDegrees@nwu.ac.za

For more information regarding our masters' programmes or for information that is not in this brochure, please contact the programme leaders of the masters' programme using the contact details provided below:

Contact Details	Potchefstroom Campus (Potchefstroom, North West)	Vanderbijlpark Campus (Vanderbijlpark, Gauteng)
Contact person	Ms Debbie Mtshelwane	Mr Thapelo Chaacha
Email address	debbie.mtshelwane@nwu.ac.za	hrm-postgrad-vc@nwu.ac.za
Contact number	018 299 1400	016 910 3561