



**Faculty of Economic &  
Management Sciences**

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

Post-graduate programme  
information brochure

2022-2023

**MASTERS IN  
INDUSTRIAL PSYCHOLOGY**

**FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES**  
**SCHOOL OF INDUSTRIAL PSYCHOLOGY & HUMAN RESOURCE**  
**MANAGEMENT**

Applications open: 1 May

Applications close: 31 August

**MASTERS IN INDUSTRIAL PSYCHOLOGY**

The purpose of the degree is 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.

This programme aims to equip students with knowledge, skills and attitudes focusing on:

- Scientific reasoning;
- People development in industrial psychology;
- Professional industrial psychology;
- Assessment in professional industrial psychology;
- Psychology of work-related wellness; and
- Applied counselling.

**Methodology**

- As per the HPCSA's 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, role-plays, simulations, and self-study.
- Classes may be either online or face-to-face.

## **Modules**

The following modules will be included in the master's programme in Industrial Psychology for 2022:

<b>Module code</b>	<b>Module name</b>	<b>% of programme</b>
IOPP 873	Mini-Dissertation	44%
IOPP 874	Scientific Reasoning	9%
IOPP 875	People Development in Industrial Psychology	9%
IOPP 876	Professional Industrial Psychology and Assessment	20%
IOPP 877	Psychology of Work-related Wellness	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 act 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; and
- Know and understand the ethical and legal considerations impacting on psychology.

## **EXAMINATION AND PASSING REQUIREMENTS**

Assessments take 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 assessments;
- Seminar papers or presentations;
- Mini-dissertation proposal and defence; and
- 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.

A student must achieve an average of 75% to obtain the degree cum laude.

### **ELEVATE YOUR PROFESSIONAL CAREER**

This qualification will enable learners to apply for registration as an Industrial Psychologist with the HPCSA.

Course structure: Three years (full-time); four years (part-time). This includes a dissertation in article format, as well as three modules.

Career options:

- Industrial psychologist;
- Change management practitioner;
- Organisational effectiveness specialist;
- Organisational development head;
- Talent management head;
- Consulting industrial psychologist; and
- Safety industrial psychologist.

### **THE NWU IMPACT FACTORS:**

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

## QUALIFICATION GUIDE

### **Minimum requirements**

Prospective students in Industrial Psychology should adhere to the following admission requirements:

- Be in possession of a BA/BCom honours degree in Industrial and Organisational Psychology (from an accredited university, which implies that the honours degree allows registration as counsellor/psychometrist with the HPCSA after the successful completion of the board examination), 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: Psychometrics, Psychological Evaluation (psychometric testing), Career Psychology, Research Methodology and Research Report, Organisational Development, Strategic Human Resource Management, and Descriptive Statistics 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; 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 Industrial Psychology 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 yearbook and summarised in this document

Applicants who **do not** comply with 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 an email, 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, since 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 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.

**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 <a href="mailto:33426775@nwu.ac.za">33426775@nwu.ac.za</a>
Ms Petro van Rhyn	Higher Degrees and Ceremonies (Vanderbijlpark Campus)	(016) 910 3107 <a href="mailto:VTC-HigherDegrees@nwu.ac.za">VTC-HigherDegrees@nwu.ac.za</a>

**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 (Vaal Triangle, Gauteng)
Contact person	Prof Lizelle Rossouw	Mrs Kgomotso Malinga
Email address	<a href="mailto:lizelle.rossouw@nwu.ac.za">lizelle.rossouw@nwu.ac.za</a>	<a href="mailto:iop-postgrad-vc@nwu.ac.za">iop-postgrad-vc@nwu.ac.za</a>
Contact number	018 285 2310	016 910 3562

### 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 master's in Industrial Psychology is 31 August each year.
- No postponement will be granted.
- **VERY IMPORTANT:** Make sure that all email addresses and telephone numbers on your application form are correct. The School of Industrial Psychology and Human Resource Management will contact you on the email 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.
- Students who are invited to the selection day must, apart from the university application fee, also pay the programme selection fee immediately after being informed that they are invited. An additional letter will be sent to these applicants with information regarding the selection day, selection process and payment details.
- ***Once you have applied online, please notify the School of Industrial Psychology and Human Resource Management by sending an email to the email addresses provided above.***

### 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>

Contact Details	Potchefstroom Campus	Vanderbijlpark Campus
Email address:	<a href="mailto:pc-studyfees@nwu.ac.za">pc-studyfees@nwu.ac.za</a>	<a href="mailto:vaalaccounts@nwu.ac.za">vaalaccounts@nwu.ac.za</a>
Contact number	(018) 299 2667 or (018) 299 2673	(016) 910 3156 or (016) 910 3167