



**Faculty of Economic &  
Management Sciences**

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

Post-graduate programme  
information brochure

2022-2023

**MASTERS IN  
LABOUR RELATIONS  
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 LABOUR RELATIONS MANAGEMENT**

## **Master's degree: Labour Relations Management (full-time or part-time option)**

**Course overview:** This qualification will enable learners to apply for registration as an employment relations practitioner with the South African Board for People Practices (permitted learners must meet any additional requirements as set out by the Board).

**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.

### **The NWU impact factors**

- Programme faculty members are all registered with the SABPP.
- This qualification can lead to registration at the SABPP.
- Industry-driven and practical focus.

## **INFORMATION ABOUT THE PROGRAMME**

The North-West University invites prospective students to apply for the master's programme in Labour Relations Management on the Potchefstroom and Vanderbijlpark Campuses.

### **Purpose of the degree**

The MCom/MA degree in Labour Relations Management is offered to:

- provide learners with the competence to understand and evaluate labour relations 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.

## Modules

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

Module code	Module name	% of programme
LARM 871	Dissertation	100% for MCom
LARM 872	Dissertation	82% for MA
LARM 874	Scientific Reasoning	18% for MA

## Methodology

- Students who enrol for LARM 874 (Scientific Reasoning) should note that it is a prerequisite that this module be taken during the first year of study. 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, presentations, and discussion groups.

## Examination and passing requirements

Assessment takes place in the following formats:

- Written and oral tests and examinations.
- Individual and group projects.
- Verbal presentations.
- Assignments.
- Self- and peer assessments.
- Dissertation proposal and defence.
- A student must achieve 50% to pass a module (except where a different pass rate is indicated).
- 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 South African Board for People Practices.

The following process is used in the case of dissertations: 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 dissertation and report to the management committee.

## **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> or e-mail PC-Studyfees@nwu.ac.za / [vaalaccounts@nwu.ac.za](mailto:vaalaccounts@nwu.ac.za)

## **QUALIFICATION GUIDE**

### **Minimum requirements**

Prospective students in Labour Relations Management should adhere to the following admission requirements:

- Be in possession of a BA honours or BCom honours degree in Labour Relations 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, Advanced Labour Relations, Labour Market Principles, Organisational Development, 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.

- Prospective students should also pass a selection process directed at the measurement of the competencies set for human resource and employment relations 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 university of technology degrees will not be acknowledged. Any other degree outside Labour Relations 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 Labour Relations Management include:

- MCom Labour Relations Management : Qualification code : 5CFN01 ; Curriculum code: E801P.
- MA Labour Relations Management : Qualification code 5FRP01 ; 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 e-mail) that they were unsuccessful.

Applicants who **do** comply with the minimum requirements for the qualification will be informed, via e-mail, 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. In other words, only an applicant who passes his/her outstanding modules and degree can be considered.

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/or other individual and/or group exercises.

### **ADMINISTRATION PROCESS**

Please follow these steps when applying.

**Step1:** <http://jbossprd.nwu.ac.za/aaa-webclient/StudentWebCommand.do?sf=143369&lng=3#/top>

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 relevant campus representative of 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 Masters in Labour Relations Management is 31 August.
- No postponement will be granted because there is a selection process involved.

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

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

***For more information regarding our masters' programme, please contact the programme leaders using the contact details provided below:***

<b>Name &amp; surname</b>	<b>Business unit</b>	<b>Contact details</b>
<b>Prof Paul Smit</b>	School of Industrial Psychology and Human Resource Management (Potchefstroom Campus)	(018) 299 1396 or <a href="mailto:paul.smit@nwu.ac.za">paul.smit@nwu.ac.za</a>
<b>Dr Werner Gresse</b>	School of Industrial Psychology and Human Resource Management (Vanderbijlpark Campus)	(016) 910 3429 <a href="mailto:irm-postgrad-vc@nwu.ac.za">irm-postgrad-vc@nwu.ac.za</a>