



BCom Master's with specialization in Industrial Psychology

Programme Outcomes

After completing this programme graduates will be able to:

1. Appraise the career counselling process, content and skills in order to facilitate career decision making in the workplace
2. Develop the competence needed by change agents to enhance the performance of individuals, group and organisations
3. Appraise and develop various strategies and models relating to Strategic Human Resource Management, Talent Management, Employee Employment and retention within the domain of personnel psychology
4. Design a competency-based assessment process for development and/or selections purposes in the workplace
5. Evaluate and manage well-being in the workplace on individual and organisational levels
6. Evaluate and manage the ethics of professional behaviour within the work context
7. Justify an appropriate research design, including data collection and analysis techniques, in order to solve a research problem
8. Execute the research process and produce a comprehensive mini-dissertation/scientific publishable articles

Curriculum

After completion of the course work of the Master's degree, an internship and a written Board exam, the student will be able to register as an Industrial Psychologist with the HPCSA.

The following modules will help to develop your knowledge and enable you to apply your knowledge in practical ways in the workplace:

Advanced Career Psychology

The module will focus on theoretical aspects to be considered during a career counselling process and the practical application of the theory to the career counselling process in terms of conducting interviews, applying and interpreting career tests and giving feedback in the form of oral and written reports to the client.

Advanced Assessment

This module will expose students to both the legal and practical aspects related to



assessment.

Students will develop competency profiles for selection and development. This will serve as input to decide on the most appropriate method of assessment that is linked to the inherent requirements of the job. Lastly, students should be able to write an integrated report based on the findings of the competency assessments.

Employee Well-being

Certain skills enhance the optimal well-being of employees in the organisation, which in turn will have an impact on organisational productivity and efficiency. This includes the identification of psychopathology, general counselling, facilitation and trauma counselling. Lastly, students should be able to develop, sell and execute a well-being model and intervention plan to manage and improve well-being on individual, group and organisational levels.

Advanced Research Methodology

This module focuses on quantitative, qualitative and mixed methods research designs in order to enable the student to write a research proposal as well as a comprehensive mini-dissertation. Specific focus will be placed on questionnaire development, psychometric properties of measuring instruments as well as model development.

Advanced Organisation Psychology

The focus of this module is to assist students in demonstrating their competencies as effective change agents by designing an integrated change process at a systems level in an organisation. For this purpose they will be exposed to a process to discover and develop their own competencies as effective change agents within organisations from a systems perspective.

Advanced Personnel Psychology

Firstly, this module is intended to provide a broad perspective of personnel psychology as a sub field of Industrial and Organisational Psychology. Secondly, the importance of strategic human resource management will be presented as it is viewed by HR practitioners/HR managers in practice and applied in organisations. Thirdly, different models and approaches to talent management will be discussed and finally, different issues relating to personnel employment as well as the important factors that influence employee retention will be addressed.

Professional Ethics in the Workplace

This module focuses on developing an understanding of the Code of Professional Ethics of the HPCSA and the Professional Board for Psychology, as well as relevant legislative frameworks. On the grounds of said codes of conduct students should be able to apply

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interventions to improve ethical conduct within the work context.

Mini-dissertation in Industrial Psychology

This module focuses on the acquisition of scientific knowledge through a systematic, objective, logical, organised and critical investigation into specific problems, which occur within the work context, with the emphasis on seeking solutions to such problems. This will result in a comprehensive and systematic research output in the form of two (2) publishable articles or a mini-dissertation.