

Department of Industrial Psychology

CODE	MODULE NAME	MODULE DESCRIPTION
CIPS101	Industrial Psychology 1a (Introduction to Psychology in the work context)	The first semester programme introduces the students to foundational Psychology. It defines psychological approaches and methodology; human development; learning and perception; cognition; motivation; social processes; interpersonal attraction and affiliation; leadership; aggression and conflict; group behaviour; social processes in organisations
CIPS102	Industrial Psychology 1b (Personality and Behaviour in the work context)	The second semester programme focuses on personality in the work context; psychodynamic, behaviour or learning perspectives, dimensional or trait, humanistic phenomenological and cognitive perspectives; psychopathology; work adjustment; personality assessment
CIPS201	Industrial Psychology 2a (Health and Safety in the work context)	This module focuses on the history of Employee Assistance/Wellness Programmes and Life skills programmes; HIV/Aids programmes structure and strategy and introduces students to ergonomics in the workplace; what is ergonomics; workplace ergonomics; the benefits of an ergonomic programme and ergonomic injuries
CIPS202	Industrial Psychology 2b (Consumer Behaviour)	Students are introduced to, amongst other things: consumer behaviour; perspectives and viewpoints; understanding cultural and social influences; personality, lifestyle and individual differences in behaviour; demographic analysis of consumer trends; consumerism and ethical behaviour
CIPS301	Industrial Psychology 3a (Organisational Behaviour)	An introduction to Organisational behaviour which focuses on the foundations of individual behaviour; values attitudes and related job fulfilment; decision making in organisations and concepts of teamwork and understanding work teams in an organisational context; leadership; power and politics and change management.
CIPS302	Industrial Psychology 3b (Organisational Change and Development in South Africa)	The second semester concentrates on organisational development, new methods and models for Southern Africa; theories of OD; roots and values of OD; models and methods of OD; the evolving paradigm; and the new era
CIPS303	Industrial Psychology 3c (Research Methods)	The module will introduce the student to research methods with emphasis on the business sciences; the aims of research; the research problem; the literature review; qualitative and quantitative research methods; report writing; surveys and basic statistics

CIPS304	Industrial Psychology 3d (Career Psychology)	The programme focuses on the meaning of work; career concepts and career management models; organisational change and implications for careers; career choice and counselling; life and career stages; organisational choice; career issues and organisational career perspectives
CHRM201	Human Resources Management 2a (Foundations and Challenges of HRM)	This module focuses on the foundations and challenges of HRM; managing diversity; HR Planning, research and problem solving; job design and analysis; recruitment and selection; induction, motivation and retention; career management issues; performance management and appraisal; training and development; managing compensation and benefits
CHRM202	Human Resources Management 2b (Labour Relations in SA)	The second semester programme focuses on Labour Relations – first a brief introduction to labour relations in a global context and then concentrating on labour relations in South Africa with reference to the Labour Relations Act; Employment Equity; The Basic Conditions of Employment Act; Occupational Health and Safety; Collective Bargaining and Bargaining councils; Employee participation; Trade Unions and Employee Organisations; Workplace agreements and procedures; strikes and lockouts
CHRM301	Human Resources Management 3a (Theory and Practice of HRM)	The first semester focuses on HRM as an intervention process; historical perspectives on HRM development in SA; macro context of HRM in SA; equalising opportunities in relation to affirmative action; HRM strategies, structures and planning; establishing employment relationships
CHRM302	Human Resources Management 3b (Training and Development Management)	This module focuses on utilising and developing employees focusing on motivation and leadership in organisations; training and development of employees on a macro level perspective; training and development of employees at an organisational level
CHRM303	Human Resources Management 3c (Compensation Management)	The focus is remuneration of employees focusing on pay structure; job evaluation; compensation policies and systems; providing incentives and benefits to employees; establishing and maintaining employee wellness; studying relevant legislation governing health and safety in the workplace
CHRM304	Human Resources Management 3d (South African and International trends in HRM)	The final module focuses on managing labour and employee relations in SA; sound union – management relationships; managing transformation in HRM; ,measurement, evaluation, information and reporting related to HRM; terminating the services of employees; the way forward in HRM; International trends in HRM

