



THE DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT

MASTER'S IN HRM/HRD/EMPLOYMENT RELATIONS (RESEARCH BASED)



WHAT ARE THE QUALIFICATION OBJECTIVES?

The student should develop applied competencies and practical skills in the acquisition, interpretation and reflection on related research methodology, and proper written and/or oral communication of the research process and findings. The aim is also to ensure that the student is capable of sound reflection on research findings. The student should show evidence of independent and original scientific work. In order to obtain any of the degrees mentioned, the student must do independent research that can be published in a thesis and a research article. Master's students are guided by a supervisor who is a lecturer at the Department, but the responsibility for the eventual product lies with the student. The supervisor acts as a sounding board to evaluate the student's work and gives feedback on work submitted.

We aim to deliver an HRM/HRD/ Employment Relations specialist who is able to provide leadership in employment relationships in his/her organisation.

WHAT ARE THE ADMISSION REQUIREMENTS?

- A commerce-based/multi-disciplinary honours degree, with an average mark of at least 65%, in the broader field of Human Resource Management namely, Human Resource Management; Human Resource Development; Industrial Psychology; or Employment Relations.
- A module in Research Methodology at honours degree level is essential.
- A module, at least at undergraduate level, in statistical methods or analytical techniques.
- You should previously have distinguished yourself as a manager, or human resource manager, or senior consultant, with considerable work experience in organisations (minimum 3-5 years).
- You must be computer literate and have Internet access. Since only a limited number of students can be accommodated annually, applicants will be subjected to a selection process.

DURATION

Academic Regulations state that you have a maximum of 3 years to complete this degree. Academic registration for the full qualification is dependant on acceptance of your research proposal. All students are pre-registered for a period of 6 months during which you have to present your research proposal to a panel.

APPLICATION DETAILS

A paper based selection will take place after receipt of your application. We take a holistic approach towards selecting candidates, which incorporates considering academic achievements as well as the work experience, background and developmental potential of prospective students. Although a particular academic profile is required as a minimum foundation for master's studies in this field, the total profile of candidates is considered, as well as supervisor availability for your specific research topic. Unfortunately, since we receive more applications than we can academically accommodate, meeting basic admission requirements cannot guarantee acceptance into the master's qualification. You are welcome to also submit applications at another academic institution. Please note that most institutions finalise their selections at about the same time towards the end of the year, thus implying that waiting for an answer before applying elsewhere would not be advisable. Please take note that the dates below may change due to unforeseen circumstances. Online Psychometric Assessment (October of each year).



JBS

JOHANNESBURG
BUSINESS SCHOOL



Should you meet all of the abovementioned application criteria, you will be required to complete online psychometric assessments. Collation of these results will be finalised by 31 October.

Interviews (two days in November of each year). Should you meet the psychometric assessment criteria, you will be invited to interviews. The final result will be communicated to you directly after the interviews. Compulsory Research Study School (during the last week of January of each year) You will be required to attend a compulsory research study workshop, duration usually 5 days. Rooksana Sheik (rsheik@uj.ac.za) is the contact person for this January Kick-off research study school.

INTERNATIONAL STUDENTS

Please note that international students must first contact the International Office (Tel: 011 559 4517) or send an email to international@uj.ac.za before submitting an application. The general deadline for international applicants is 12:00 on the last Friday of August of each year.

APPLICATION CLOSING DATE

Before 30 September of each year. All applications are done online. Please visit the UJ website (www.uj.ac.za) for online process.

WHO CAN BE CONTACTED?

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