



Department of Industrial Psychology and People Management

College of Business and Economics

MASTER'S IN INDUSTRIAL PSYCHOLOGY (COURSEWORK AND A MINOR DISSERTATION)

WHAT ARE THE QUALIFICATION OBJECTIVES?

Do you want to obtain a professional qualification that will give you an edge in the workplace? Influence strategy at board level?

Then the master's degree in Industrial Psychology is the qualification for you. This qualification will provide you with in-depth knowledge and excellent skills to perform and excel in the workplace. Since its conception in the early 1900's, Industrial Psychology has greatly extended its scope to encompass virtually all aspects of human behaviour within the workplace.

Industrial psychologists are differentiated from human research practitioners in terms of the extent to which they are behavioural specialists. As such, a firm grounding in the theory and extensive skills in the practice of understanding, predicting and changing the behaviour of individuals, groups and organisations, are required. The thorough grounding in psychological principles gives you an edge, as it provides you with understanding of aspects related to the most important asset in every organisation, namely its employees. To truly effect meaningful changes in an organisation, to attract and retain talented employees, to motivate them and to care for their wellbeing, a deep understanding of people, and individual differences, are necessary.

If you wish to further your knowledge of the role of psychology in the workplace and to apply yourself as an Industrial Psychologist, you should apply for the master's degree in Industrial Psychology.

The programme in Industrial Psychology is renowned for developing student competence in applying psychological principles and theory to the work context, which enables you to work on an advanced level in the fields of Industrial Psychology and/or Human Resource Management. The mastery, analysis, interpretation and understanding of Industrial Psychological principles and methods are the primary aims of this qualification.

We aim to deliver an industrial psychologist who is able to: • think and act professionally; • understand his/her professional role in contributing to societal sustainability; • appreciate scientific rigour and the importance of evidence-based decisionmaking; • apply psychological principles in a workplace marked by diversity and change; and • operate in an emerging country context and also hold his/her own globally.

CURRICULUM

The coursework component consists of three subjects, namely Advanced Industrial Psychology Theory, Advanced Industrial Psychology Practice and Advanced Industrial Psychology Research. The following modules are offered in each subject:

Advanced Industrial Psychology Theory:

• Meta-theory • Ethics and the industrial psychologist • Advanced organisation theory • Positive industrial psychology • Advanced personnel – and career psychology • Ergonomics and consumer psychology



Advanced Industrial Psychology Practice:

• Psychological assessment • Counselling, coaching and consulting • Organisation development and change • Professional and personal capacity building • Applied industrial psychology in a developing economy

Advanced Industrial Psychology Research:

• Qualitative research design and analysis • Quantitative research design and analysis • For the research component, you are required to complete a minor dissertation and a publishable research article. On completion of the qualification you will be in a position to register as a Personnel Practitioner with the South African Board of People Practices (SABPP) and upon completion of an approved internship, to register as a Psychologist, in the category: Industrial, with the Professional Board for Psychology of the Health Professions Council of South Africa (HPCSA).

DURATION

The master's qualification is a one year, fulltime qualification. Compulsory lectures take place 4-5 days per week, mostly during the mornings. Additional workshops and training opportunities are also provided. The course is structured around three core dimensions, namely theory, practice and research. These dimensions are integrated in a meaningful manner to enable those who complete the qualification to function as scientists and practitioners.

WHAT ARE THE ADMISSION REQUIREMENTS?

- An honours degree in Industrial Psychology, obtained with a minimum average of 65%.
 - An acceptable module or course completed in research methods at an honours level is essential.
 - A module, at least at undergraduate level or above, in statistical methods or analytical techniques.
- Since only a limited number of students (maximum of 20 students) can be accommodated annually, applicants will be subjected to a selection process.

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?

Elmarie Stapelberg
Tel: 011 559 2858
Email: elmariest@uj.ac.za