



# JBS

JOHANNESBURG  
BUSINESS SCHOOL

THE DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT

## MASTER'S IN LEADERSHIP IN PERFORMANCE AND CHANGE

(Coursework and a Minor Dissertation)

*(name to be changed to: Master's in Strategic Human Resource Management)*

### WHAT ARE THE QUALIFICATION OBJECTIVES?

- Lead people practice with persuasion
- Direct human resource decisions
- Influence strategy at board level

In today's fast-paced business environment, the success of a business depends on the creative ways in which people are mobilised. Executive decisions and leadership actions have a direct bearing on the levels of employee engagement and productivity. It is the role and place of Human Resource executives to translate business opportunities into people actions, to persuade key decision makers of the importance of employee matters, and to influence board members to govern with a focus on positive people outcomes.

Do you believe that people are the only real differentiator a company possesses? Are you keen to inspire employees and collaborate with key executives? Are you able to balance business reality and people imperatives? Do you consider yourself able to operate at an executive and board level?

The master's degree in Leadership in Performance and Change provides a platform for you to deal with HR issues from a systems and executive perspective. In this degree you will cover coursework and do research over a two-year period.

### We aim to deliver a HR Professional who is able to:

- influence strategy with a strong sense of your worldview and values; • determine and instil an appropriate strategic people philosophy and approach for the context and culture of the organisation; • utilise the people side of the enterprise to support and drive organisational performance; • interface people practices with organisational functions systemically across the entire organisational value chain; • determine the impact of people strategy and practices, and the realities of an emerging market, on organisational competitiveness and outcomes; • design mechanisms that appropriately focus and engage performance behaviour; and • base people decisions on evidence.

### CURRICULUM

- Systems Thought in Change • People Strategy • Management of Human Capital • Strategic Organisational Performance • Visionary Leadership and Change Management • Qualitative and Quantitative Data Management
- Integrated Leadership Thought • Minor Dissertation

In order to support you in succeeding, coursework is spread appropriately over the duration of the degree to apportion sufficient time for formal training in research methods and for completion of your minor dissertation. Formal classes will be facilitated by industry and academic experts and you will become part of a team of researchers in highly focused niche areas, led by specialists at the Department of Industrial Psychology and People Management. This key differentiator will give you a competitive edge as you will be able to address business issues informed by solid evidence – a key skill that will stand you in good stead over time.

### WHAT ARE THE ADMISSION REQUIREMENTS?

- An appropriate honours degree, with an average of at least 65%, in the broader field of Human Resource Management namely, Human Resource Management; Industrial Psychology; Human Resource Development; or Employment Relations.
- A module in Research Methodology at honours degree level is essential. • A module, at least at undergraduate level or above, in statistical methods or analytical techniques. • Since the course is aimed at executive and board level preparation, you should previously have distinguished yourself as a manager or human resource manager with considerable work experience in people management in organisations (minimum 3-5 years). • You must be computer literate and have Internet access. Student placement constraints necessitate a rigorous selection process including psychometric assessments and interviews.

### DURATION

Part-time: Two years minimum, three years maximum

**APPLICATION CLOSING DATE:** Before 30 September of each year. All applications are done online. Please visit the UJ website ([www.uj.ac.za](http://www.uj.ac.za)) for online procedures.

### WHO CAN BE CONTACTED?

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