



JBS
JOHANNESBURG
BUSINESS SCHOOL

THE DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT

PHD HRM/HRD/EMPLOYMENT RELATIONS

What are the qualification objectives?

A doctoral qualification highlights that you are different. More importantly, a PhD from a reputable institution, under the guidance of a recognised subject matter expert, opens doors for you. A PhD from the Department of Industrial Psychology and People Management informs the world that you pushed yourself beyond the ordinary, that you have earned your stripes and that you are capable of adding value to business and academia.

Candidates are required to address a research problem that will add new insights to the existing body of knowledge about people in the world of work. They will develop a thesis as well as a publishable research article by completion of the qualification.

The Department has specific research niche areas where students join a group with specialist researchers that have gained in-depth knowledge in a focused people management area. Doctoral students are guided through the research process by a supervisor that is a subject matter expert. Since there are no formal classes, doctoral candidates are provided with short workshops and other research tools to assist with research methodology.

Students are required to independently conceptualise and conduct the research whilst the supervisor acts as a sounding board. By the end of the qualification, a student will be capable of conducting independent research which adds a new contribution to the existing body of knowledge.

We aim to deliver a HRM/HRD/Employment Relations Specialist who is able to:

- provide thought leadership in a specialist area of HRM/HRD/Employment Relations.

Curriculum

- A thesis on an approved topic is required. The general regulations for doctoral degrees are also applicable.
- Thesis: Candidates will be expected to write a doctoral thesis, based on a research subject. The research component must make a significant contribution towards the science and/or the subject. The research may not clearly overlap with work that has been done previously.
- Article: Candidates will be expected to write one publishable article on the thesis subject that will be assessed by external examiners.



What are the admission requirements?

- An appropriate master's degree, with an average of at least 65%, in the boarder field of Human Resource Management namely, Human Resource Management; Industrial Psychology; Human Resource Development; or Employment Relations.
- A module in Research Methodology at master's degree level is essential.
- A module, at least at undergraduate level or above, in statistical methods or analytical techniques.
- Work experience in the field of people management in organisations is an advantage (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, four years maximum.

Academic registration for the full qualification is dependent on acceptance of your research proposal. All students are pre-registered for a period of 9 months during which you have to present your research proposal to a panel.

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

Who can be contacted?

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