



## BA/BCOM (HONS) HUMAN RESOURCE MANAGEMENT

### WHAT ARE THE QUALIFICATION OBJECTIVES?

Asset Management in a highly competitive industry of asset management and mutual funds, and where hundreds of firms compete daily to serve investors, those who perform well for shareholders gain assets – and profits.

It is therefore highly relevant that HR managers and practitioners devote all their time and energy to make sure the job is done correctly, because it is about serving, adding value and processing – all this by the most important asset of any business, its people. It underlines the significant personal and professional stake HR managers and practitioners have in the business's success or failure.

Human Resources Practitioners are currently expected to act as business leaders who turn organisational goals into practice and who facilitate change in organisations. This could be achieved by enhancing the intangibles like talent, a shared mindset and a culture of learning and employee commitment. An additional management qualification will give you access to a number of diagnostic skills to assist the organisation in this regard, since managers all over the world are in a desperate struggle for talented workers. Many are responding with an all-out effort to recruit and attract the right candidates. However, they can more easily compete in this tough job market by concentrating on retaining the good workers they already have.

So, if you really would like to invest in yourself and a career focused on managing people processes for optimal organisational performance, then you have to consider to further your education and to enrol for the BA/BCom Honours degree we offer.

### CURRICULUM

The programme design and content ensure a combination of theoretical depth and advanced practical application, as well as honing specific performance enhancement skills.

The first study year covers the field of HR and strategic human resource management in addition to a research project.

#### First year (all students)

- Human Resource Management: The field
- Strategic Human Resource Management and Change
- Research Project

#### Second year (all students)

- Performance Management
- Organisational Leadership
- Leadership Development
- Financial Management for Non-Financial Managers



Students can select two additional modules as part of an area of specialisation in their second year of study. Three areas of specialisation are available:

Human Resource Management

- Talent Management
- Diversity Management

Human Resource Development

- Design and Development
- Learning and Development

Employment Relations

- Labour Law
- Employment Relations Management

### What are the admission requirements?

A potential student should be in possession of a BA qualification on NQF level 7 with Human Resource Management as major modules on NQF level 7. A module in analytical techniques or statistical methods on NQF level 7 is strongly recommended. Access to the Internet and Computer literacy is compulsory. An average of 65% will allow a potential student to apply for the honours course.

Since only a limited number of students can be accommodated annually, applicants will be subjected to a selection process. Selection is at the discretion of the Department.

### Duration

We offer a fulltime (one-year) and part time (two-year) option. Lectures are presented during compulsory evening classes.

### What is the language of tuition?

Classes and study material are presented in English but students are welcome to participate in both English and Afrikaans.

### How will you be assessed?

Formal examinations are set for each module, which are written on completion of the respective modules, generally twice a year (during May and October).

The final pass mark is comprised of 50% of the semester mark and 50% of the examination mark. A sub-minimum of 40% must be obtained during the examination, and a final pass mark of 50% is required.

### Application details

The closing date for applications for the honours degree is 30 September. After selection you will be informed of the registration procedure.

All applications must include the following:

- Application is done online
- Certified copy of ID document
- Certified copy of relevant qualification(s) and degree certificate(s)
- Certified copy of full academic record (including "conduct" statement)
- Certified copy of marriage certificate (if applicable)
- Certified copy of SAQA evaluation in the case of a foreign qualification
- Appropriate bursary/sponsor letter if sponsored by employer

### 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](mailto: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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