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## **Admission to the Honours BCom (HRM) programme after completion of a four year BTech (HRM) degree**

The Faculty committee of the Faculty of Economic and Management Sciences resolved during its meeting of 23 November 2005 that, in terms of NQF level, a BTech qualification should be regarded as equivalent to a BComm qualification. Individuals in possession of a BTech qualification may therefore be admitted to an honours programme (e.g. in Industrial Psychology) provided that the existing academic criteria of the Department are met (e.g., an average of at least 60% in Industrial Psychology in the final year of study). Supplementary academic work may, however, be required to augment any academic deficiencies that may exist in the undergraduate groundwork with regards to the discipline in which postgraduate study is envisaged (in this case therefore deficiencies that may exist in the undergraduate groundwork with regards to Industrial Psychology).

Crossing over from one qualification to another is at best of times a more cumbersome exercise than one would have wished. The situation is aggravated if a professional qualification is at stake.

To qualify for admission to the MCom (Psych) programme accredited by the HPCSA for registration as an Industrial Psychologist, an Honours BCom (Industrial Psychology) in Industrial Psychology is required. To obtain admission to the Honours BCom (Industrial Psychology) a (BCom (Industrial Psychology)) with Industrial Psychology, Psychology and Business Management as majors is required. Admission to the Honours BCom (Industrial Psychology) in Industrial Psychology could, however, also be obtained with a bachelors degree with Industrial Psychology and Psychology as majors or Industrial Psychology and Business Management as majors with the *proviso* that the Industrial Psychology is imbedded in a programme accredited for registration as psychometrist or counsellor with the HPCSA.

To qualify for admission to the MCom (HRM) programme accredited by the South African Board for Personnel Practice for registration as a Master HR Practitioner, an Honours BCom (HRM) in Industrial Psychology is required. To obtain admission to the Honours BCom (HRM) a BComm or BA degree with Industrial Psychology as a major is required.

When considering applications to cross over into Industrial Psychology, the overarching guiding principle is that specific programme series at the University of Stellenbosch with specific content had been accredited by the HPCSA and the SABPP for registration as Industrial Psychologist and Master HR Practitioner. The critical question that needs to be examined when any person enters the

programme series after completion of the B-degree is therefore whether the programme that had been completed elsewhere satisfactorily corresponds in content to the BComm (Psych) or BComm (HRM). If specific deficiencies would be apparent in the B-degree the challenge then becomes to find appropriate mechanisms to rectify these deficiencies in the prospective postgraduate student's undergraduate curriculum in such a manner that it approximates the programme content accredited by the HPCSA.

Typically the BTech (HRM) degree would not include modules in Psychometrics, Vocational Psychology, Ergonomics and Consumer Psychology. These modules do, however, form an integral part of the Industrial Psychology curriculum. The Department therefore require of BTech (HRM) students that they successfully complete (i.e. performance mark of 50% or higher) semester modules in Psychometrics, Vocational Psychology, Ergonomics and Consumer Psychology at Stellenbosch University or any other South African university prior to admission to the honours BCom (HRM) programme. IOP3701 (Industrial Psychological Testing and Assessment), IOP3703 (Career Psychology) IOP2603 (Ergonomics) and MNM2605 (Consumer Psychology) would constitute appropriate and admissible modules offered by UNISA that could be followed on a part-time basis to supplement the required semester modules. Should alternative modules, offered by other universities be considered, formal approval should be obtained from the Department.

The BTech degree is not accredited for registration as psychometrist with the HPCSA. Neither is the BTech degree imbedded in any larger programme accredited for registration as psychometrist with the HPCSA. In terms of the principles governing the admission to the Honours BCom (Industrial Psychology) as outlined above successful completion of the required undergraduate modules in Industrial Psychology will not be sufficient to allow admission onto the Honour's BCom (Industrial Psychology) programme.

The foregoing arrangement only applies to the BTech (HRM) degree. Should students wish to cross over to Industrial Psychology from a diploma in Human Resource Management, such students will have to apply for admission to the BComm (HRM) degree.

For further enquiries please contact Prof Callie Theron ([ccth@sun.ac.za](mailto:ccth@sun.ac.za)).

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