



## WHAT IS INDUSTRIAL PSYCHOLOGY?

Industrial Psychology is the science which applies the principles of psychology to issues in the workplace, with the purpose of improving the efficiency and well-being of the individual, group and organisation. In South-Africa there is an urgent need for the productive application of human resources to contribute to the achievement of the organisation's goals. This will ensure that the RSA will be more competitive in the international arena. Graduates addressing the current human resource management challenges and business-related people problems in such a way will earn the trust, respect and appreciation of top management.

## IS IT EASY/DIFFICULT TO FIND WORK WITH INDUSTRIAL PSYCHOLOGY AS A MAJOR?

The demand for specialists in the management of people is growing in South Africa due to serious skills shortages, the growing economy, as well as the history of separate development. Industrial Psychology is a wide field and there is a wide variety of occupations within which you can work. Many graduates prefer to work for themselves. Various graduates become general managers and use their industrial psychology background fruitfully as managers of people.

## WHAT IS THE DIFFERENCE BETWEEN INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT?

Industrial Psychology is the umbrella term for various sub-fields, of which human resource management, Career Management, Ergonomics, Psychometrics, Consumer Behaviour, Labour Relations, Training and Development, and Organisational Psychology. Industrial Psychology encompasses the study of people in the work environment in general, where Human Resource Management addresses the management of people as a source of production in organisations.

## ADMISSION REQUIREMENTS

General admission requirements for the BComm and BA-programmes are applicable. Visit the departmental website and the US yearbooks for more information.

## POSTGRADUATE STUDIES IN INDUSTRIAL PSYCHOLOGY

Various postgraduate programmes are presented. For further information visit the departmental website <https://www.sun.ac.za/industrialpsychology>

## DEGREE PROGRAMMES

NAME	BA (HUMAN RESOURCE MANAGEMENT)	BComm (MANAGEMENT SCIENCES) with focus on HUMAN RESOURCE MANAGEMENT	BComm (INDUSTRIAL PSYCHOLOGY)
NATURE OF THE PROGRAMME	To prepare students for a career in the management of human resources in organisations.	To prepare students for a career in the management of human resources in organisations. This degree contains more business-oriented subjects than the BA-programme.	To prepare students for a career in the management of human Industrial resources in organisations, primarily as a registered Industrial Psychologist. This programme aims to enable students to Psychologist provide credible theoretical (psychological) explanations for the behaviour of the working adult, and to apply this understanding in the form of practical human resource interventions. Graduates are enabled to fulfil the roles of behavioural scientist, business partner and psychologist.
CAREERS	<ul style="list-style-type: none"> <li>• Consultant in private practice in human resource management</li> <li>• Manager: Corporate social responsibility projects</li> <li>• General manager</li> <li>• Advertising manager</li> <li>• Human resource manager</li> <li>• Training manager</li> <li>• Entrepreneur</li> <li>• Labour relations consultant</li> <li>• Organisational development practitioner</li> <li>• Registered Human Resource Practitioner with the SABPP (after B-degree)</li> <li>• Registered Chartered Human Resource Practitioner with the SABPP (after Hons-degree and internship)</li> <li>• Registered Master Human Resource Practitioner with the SABPP (after M-degree and internship)</li> <li>• Researcher in private and/or public organisation</li> <li>• Academic at a tertiary institution, with a Masters degree and higher</li> </ul>	<ul style="list-style-type: none"> <li>• Consultant in private practice in human resource management</li> <li>• Manager: Corporate social responsibility projects</li> <li>• General manager</li> <li>• Advertising manager</li> <li>• Human resource manager</li> <li>• Training manager</li> <li>• Entrepreneur</li> <li>• Labour relations consultant</li> <li>• Organisational development practitioner</li> <li>• Registered Human Resource Practitioner with the SABPP (after B-degree)</li> <li>• Registered Chartered Human Resource Practitioner with the SABPP (after Hons-degree and internship)</li> <li>• Registered Master Human Resource Practitioner with the SABPP (after M-degree and internship)</li> <li>• Researcher in private and/or public organisation</li> <li>• Academic at a tertiary institution, with a Masters degree and higher</li> </ul>	<ul style="list-style-type: none"> <li>• Consultant in private practice in human resource management</li> <li>• Manager: Corporate social responsibility projects</li> <li>• General manager</li> <li>• Advertising manager</li> <li>• Human resource manager</li> <li>• Training manager</li> <li>• Entrepreneur</li> <li>• Labour relations consultant</li> <li>• Organisational development practitioner</li> <li>• Registered Human Resource Practitioner with the SABPP (after B-degree)</li> <li>• Registered Chartered Human Resource Practitioner with the SABPP (after Hons-degree and internship)</li> <li>• Registered Master Human Resource Practitioner with the SABPP (after M-degree and internship)</li> <li>• Registered Psychometrist with the Health Professions Council of South Africa (HPCSA) (after Hons BComm (Industrial Psychology) degree, internship and board examination)</li> <li>• Registered Industrial Psychologist with the Health Professions Council of South Africa (HPCSA) (after MComm, internship and board examination)</li> <li>• Researcher in private and/or public organisation</li> <li>• Academic at a tertiary institution, with a Masters degree and higher</li> </ul>
OUTCOMES	This programme allows for registration with the SABPP.	This programme allows for registration with the SABPP.	The BComm programme is required for admission to the profession of the Industrial Psychologist.

## Department of \_\_\_\_\_ INDUSTRIAL PSYCHOLOGY

The success of a business depends on its people. This will be your focus when you decide to study Industrial Psychology.

What makes people tick in the workplace? What motivates them? How do they relate to others? Which factors affect their performance? How do we select workers for jobs? How do we get a team to function better? How do people choose careers? How do we create optimum work environments? These questions, and others, are all covered in this popular and exciting subject area. If you have a fascination for the complexities of behaviour, maybe Industrial Psychology is just for you.