

# BACCALAUREUS TECHNOLOGIAE: HUMAN RESOURCES MANAGEMENT

Qualification code: BTHR95 - NQF Level 7

Campus where offered: eMalahleni Campus

## Important notification to new applicants:

Students who intend to enrol for this qualification should take note that no new applications will be accepted as from 2020. Potential students are advised to consult the University's website for possible new qualifications which are aligned with the newly-implemented Higher Education Qualification Sub-Framework.

## REMARKS

- a. *Admission requirement(s):*  
A prospective student will be considered for admission to the qualification if he/she is in possession of a National Diploma: Human Resources Management or an equivalent qualification, or has been granted status in accordance with TUT regulations. Preference will be given to applicants with an average of 60% or more for the third-year subjects.
- b. *Selection criteria:*  
All applications received by the published due dates will be ranked according to the average achieved for all third-year subjects. After consideration of the Departmental Student Enrolment Plan (SEP), only the highest ranked applicants will be accepted to fill the available places. Selection will be done in January of the following year after the final examination results are available.
- c. *Minimum duration:*  
One year.
- d. *Presentation:*  
Evening classes.
- e. *Intake for the qualification:*  
January only.
- f. *Exclusion and readmission:*  
See Chapter 2 of Students' Rules and Regulations.
- g. *Recognition of Prior Learning (RPL), equivalence and status:*  
See Chapter 30 of Students' Rules and Regulations.
- h. *Other requirements:*  
Students must have access to a computer and the Internet.
- i. *Subject credits:*  
Subject credits are shown in brackets after each subject.

Key to asterisks:

- \* Information does not correspond to information in Report 151.  
(Deviations approved by the Senate in August 2005.)

## CURRICULUM

### YEAR SUBJECTS

CODE	SUBJECT	CREDIT
AGT400T	Advanced Management of Training IV	(0,165)*
AIR400B	Advanced Industrial Relations IV	(0,167)



APM400B	Advanced Personnel Management IV	(0,167)
AST400B	Advanced Strategic Management IV	(0,167)
OBE410B	Organisational Behaviour IV	(0,167)
RMD100T	Research Methodology	(0,167)

TOTAL CREDITS FOR THE QUALIFICATION: **1,000**

## SUBJECT INFORMATION (OVERVIEW OF SYLLABUS)

The syllabus content is subject to change to accommodate industry changes. Please note that a more detailed syllabus is available at the Department or in the study guide that is applicable to a particular subject. On 12 September 2018, the syllabus content was defined as follows:

### A

**ADVANCED INDUSTRIAL RELATIONS IV (AIR400B) 1 X 3-HOUR PAPER**  
**(Subject custodian: Department of People Management and Development)**

A general introduction to the historical background, interactive nature and psychology of industrial relations, remuneration plans, dispute resolution mechanisms in the industrial relations field, the advanced application of labour legislation. Practical application of labour law in the workplace, the mechanisms of conflict resolution in the workplace, labour documentation and its use in the workplace, an overview of recent developments. (Total tuition time: ± 64 hours)

**ADVANCED MANAGEMENT OF TRAINING IV (AGT400T) 1 X 3-HOUR PAPER**  
**(Subject custodian: Department of People Management and Development)**

Strategic management of the training function and management actions applicable to the training and development departments. (Total tuition time: ± 64 hours)

**ADVANCED PERSONNEL MANAGEMENT IV (APM400B) 1 X 3-HOUR PAPER**  
**(Subject custodian: Department of People Management and Development)**

Increased depth of knowledge of personnel management rather than increased breadth of knowledge, the promotion and development of independent study and thought in the subject, improved preparedness in respect of personnel management at a higher level in the organisation. Planning and executing a complete human resources audit, the man-machine relationship, problem solving in the industry by means of a research assignment. (Total tuition time: ± 64 hours)

**ADVANCED STRATEGIC MANAGEMENT IV (AST400B) 1 X 4-HOUR PAPER (OPEN BOOK)**  
**(Subject custodian: Department of Management and Entrepreneurship)**

Strategic management, strategic business simulation. Strategic analysis of an organisation, entrepreneurial strategy, quality strategy, economy of maintenance. The global human resources management link with the overall strategic plan of the organisation. Emphasis is placed on the strategic and innovative thinking of the human resources specialist, also on the separate functions and activities of the human resources function. (Total tuition time: ± 64 hours)

### O

**ORGANISATIONAL BEHAVIOUR IV (OBE410B) 1 X 3-HOUR PAPER**  
**(Subject custodian: Department of People Management and Development)**

Background is given for the organisational behaviour in an organisation. An introduction to applications of organisational behaviour and dynamics. (Total tuition time: ± 64 hours)

### R

**RESEARCH METHODOLOGY (RMD100T) 1 X 3-HOUR PAPER**  
**(Subject custodian: Department People Management and Development)**

The purpose of this subject is to empower students with broader research skills, to understand qualitative and quantitative methods and to write a research proposal. (Total tuition time: ± 64 hours)

