



Masters Degree in Organisational Psychology

Acceptance and Registration

In keeping with the Faculty of Arts Standing Orders, for acceptance onto a course an applicant must preferably have at least an upper second pass in Industrial Psychology at the Honours level, or an equivalent.

The formal application form to the Registrar of the Arts Faculty only holds for applicants who have already been accepted by the Selection Committee of the Department of Psychology.

Aim of the Course.

The aim of the course will be to give students a thorough knowledge of advanced theoretical issues in applied psychology within an organisational context, together with the development of advanced analytical and reasoning skills. The spread of topics ensures that students will deal with all central issues in organisational psychology.

Programme

The programme will only be offered on a full-time basis. Students will complete four compulsory coursework modules: each involving approximately 48 contact hours. Full time students will complete two course modules per term. At least two substantial assignments (papers, projects, etc.) will be required from each student for each module of the coursework. Coursework will be examined at the end of each term. The programme will commence in February for the duration of 12 months for full time students. The programme will thus terminate on the 15th February the following year.

Research Report

The research report will be a short dissertation, through which students are expected to exhibit a mastery of the fundamental theoretical basis of the discipline and the analytical skills required to conduct empirical research within the discipline. The one-year time constraint will mean that the process will require a goal setting format beginning in the first week of the course.

The research report will be submitted for examination **the following year**. Full time students will have 12 months to complete the report. Please note that while you will be required to hand in your research report by Mid-February, your supervisor will require you to have a completed full draft by the end of November.

Professional Registration

Persons who hold a Masters in Organisational Psychology are eligible for registration in the category Industrial Psychology with the HPCSA, provided that they complete a suitable internship approved by the Professional Board of Psychology.



COURSEWORK MODULES

Multivariate Research Design and Analysis

The module is designed to allow students to develop an in-depth knowledge of multivariate research in numerous contexts. Coursework will take the form of structured practical assignments in the planning of research strategies and the analysis of complex data sets.

Advanced Organisational Theory

The module will adopt a Critical Psychology approach and is designed to provide an in-depth understanding of key organisational processes and issues that shape the psychological environment within South African organisations. Topics include learning within organisations, talent management, performance management, training and development, strategic thinking, planning and management, ethics in leadership and change management.

Engineering & Human Resources Psychology

This course is designed to introduce students to the concepts of engineering psychology, applied cognitive science and the psychology of human computer interaction (HCI). In particular, students are required to develop an understanding of applied research and theory in experimental psychology and cognitive science, and their relationship to the cognitive properties of complex systems. The application of theory is also designed to demonstrate how an understanding of socio-technical systems might be applied to key human resources practices.

Workplace Counselling & Assessment

This course is designed to provide students with in-depth and detailed understanding of issues related to workplace assessment and counselling. The course has two components. Students are required to develop an in-depth understanding of key organisational assessment practices, including psychometric assessment. An exploration of different models and approaches to counselling in the workplace is also undertaken. In addition, students are introduced to the practice of workplace counselling through counselling skills training, with a view to enhancing their understanding of the conceptual models and processes covered within the course.

Students will be required to work individually and in groups in order to complete their assignments.

Mark Structure

The pass mark for all coursework modules and the research report will be 50%. Coursework constitutes 50% of the year mark and the research report constitutes the remaining 50% of the year mark.

Examination

Examination of each module will be based on knowledge of all material covered in that module; not merely the course assignments presented by a particular student. This will include self-study and not just the information presented in seminars.



The award of the degree with distinction will follow the Faculty of Arts Standing Orders for Degrees of Masters by Coursework and be bound by the revision of the Standing Orders in currency at the time of student registration. Students are required to get a distinction for both the coursework component and the research component in order to graduate with distinction.

Research reports and coursework are each monitored by a suitable external examiner.

BURSARIES

The University offers Senior Bursaries to postgraduate students. The aim of the Senior Bursary Scheme is to enable young graduates to complete Honours and Masters Degrees through registration on a full-time basis. In return for a Senior Bursary, each student is required to work in the University Department for a minimum of six and a maximum of nine hours per week.

It is necessary for the head of the University department concerned to support an application for a University Senior Bursary. Prospective applicants should make an appointment with the head of the department to discuss the possibility of being selected for one of these bursaries. Application forms have been included with this application booklet.

The rules governing the award of Senior Bursaries are to be found in the Senior Bursary booklet obtainable from the Financial Aid & Scholarships Office of the University of the Witwatersrand.



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FINANCIAL ASSISTANCE

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