

MCom IOP

The Department of Industrial and Organisational Psychology offers prospective Master's students two streams of study towards obtaining a Master's degree in Industrial and Organisational Psychology, namely, a Professional coursework programme and a full research dissertation option.

MCom Industrial and Organisational Psychology (Professional Coursework/selection degree)

Qualification code: 90116

The MCom IOP: Coursework-selection degree is a Professional programme (NQF level 9; 240 credits) that contributes towards the requirements for registration as a Psychologist (cat. Industrial) with the Health Professionals Council of South Africa (HPCSA).

Composition of the Professional coursework programme

The professional coursework programme consists of two parts:
The first part (**Year 1: M1**) consists of coursework (distance online learning and compulsory contact workshop sessions), including a Research Methodology module.

The second part (**Year 2: M2**) entails a dissertation of limited scope. In the second year, after completion of the coursework programme and Research methodology module, students secure and commence with a twelve-month internship period.

And finally, after completion of the Master's dissertation, the internship programme and the board examination, students may register with the HPCSA as accredited Psychologist (cat. Industrial).

For more information regarding an internship and registration, please consult the HPCSA website or simply [click here](#).

FIRST YEAR

M1 year: Professional Coursework Programme (156 credits)

Building on the theory covered in the Honours degree, the Professional Master's degree places the emphasis on applied knowledge and problem solving, diagnostics, assessment, intervention design and evaluation, and the development of professional skills in the various scope of practice areas of the industrial psychologist.

The Professional Master's programme covers the fields of organisational, personnel and career psychology, psychological assessment and psychometrics, professional growth and development, and research.

There are six compulsory modules that students have to enrol for in their first year of study:

- IOP5965:** Organisational Psychology (30 credits)
- IOP5966:** Strategic Personnel Psychology (30 credits)
- IOP5967:** Career Psychology and Wellbeing (30 credits)
- IOP5968:** Psychological Assessment (36 credits)
- IOP5969:** Personal and Professional Development (30 credits)
- MPEMS94:** Research Methodology in Industrial and Organisational Psychology

Tuition in the M1 year is presented in a mixed-mode delivery. The majority of the work entails online activities and involvement, such as submitting assignments, group assignments and online portfolios, as well as engaging in a variety of online activities such as blogs and forums. The compulsory workshops may at times be conducted via virtual platforms such as MS teams. Prospective students therefore need to have daily and unlimited access to the Internet. Attendance of these practical classes which have been grouped into five blocks/sessions of one week each (face-to-face and virtual) is compulsory. This means that students need to attend workshops in person at the Muckleneuk Campus (Pretoria) and via MS TEAMS/virtually.

A dissertation of limited scope on an approved theme within industrial and organisational psychology is planned by the candidate during the M1 year, as part of the Research Methodology module (MPEMS94).

SECOND YEAR

M2 year: Dissertation of limited scope (84 credits)

Students must have passed all six the modules that form part of the M1 year before they may register for the M2 year. During the M2 year the research project, based on the approved research methodology module, is carried out by the candidate, documented under the supervision of a designated supervisor from the Department of Industrial and Organisational Psychology and handed in for internal and external examination upon completion. If completion of the dissertation takes longer than one year, students may re-register, provided that there is enough and satisfactory evidence of progression.

Selection process

As the Department of Industrial and Organisational Psychology can only accommodate a maximum of 25 students annually for this prestigious programme, a rigorous selection process in the form of a scientific selection battery is employed, based on best practice internationally.

In South Africa, the Employment Equity Act 55 of 1998 allows for fair discrimination based on, among other things, the inherent requirements of the job, and therefore subscribes towards a more output-based approach during selection. The aim of the output-based approach is therefore to determine whether a candidate has the necessary competencies that are inherently required to perform the role successfully. The competency-based assessment technique followed during the selection of master's students therefore assesses the behaviour linked to the role of an

industrial and organisational psychologist. This selection process entails elimination rounds, which lead to the

selection of the final top 25 students, taking into consideration the employment equity expectations of the university and the profession. Students will be informed after each round whether they have been successful or not.

Please take note: it remains the prerogative of the department to eliminate students without providing detailed feedback.



You must, therefore, please keep in mind that we can accept only a limited number of students for the Master's degree, and that Unisa reserves the right to accept or reject applications based on the selection criteria.

Admission to the coursework/directed Master's degree is based on the following criteria:

Stage 1 – Pre-selection

A formal application process is followed, during which applicants submit an electronic application form. The completed application form for the 2023 academic year, with all the supporting documentation as indicated in the application form, should be submitted online by **16 September 2022**.

In the pre-selection stage, the following criteria will be applied:

- Applicants applying for the Master's programme need to be in possession of a completed (120 credits) Bachelor Honours degree in Industrial and Organisational Psychology, or an accredited (120 credits) Postgraduate Diploma in Applied Psychometry with a **minimum average of 60%** obtained and the main subjects covered as specified by the HPCSA.
- Alternatively, applicants need to be in possession of a four-year, 480-credit accredited bachelor's degree with a minimum of 96 credits at NQF level 8 in the field of industrial and organisational psychology with an average of 60% obtained.
- At the **Honours level**, applicants need to have successfully **completed** modules/subjects that have adequately addressed the following industrial and organisational psychology subfields:
 - Managerial and Organisational Psychology
 - Personnel Psychology
 - Career Psychology
 - Employee Wellness
 - Psychological Assessment
 - Research Methodology

Please note, if the applicant's Honours qualification does not comply with the above requirement, that applicant's application will, regrettably, not be considered.

Applicants applying for this option of the Master's programme in industrial and organisational psychology at Unisa should ensure that they will be able to participate and attend **the compulsory 25 days of practical work** scheduled over five blocks/sessions of one week each.

Stage 2 – Online assessment

All applicants successful in the pre-selection phase will be informed via e-mail of the outcome. Successful applicants will be invited to do online psychometric assessments and will be contacted by a test distributor or an organisation doing the online testing for us, with instructions explaining the forthcoming process. Applicants will have a specified time period within which to complete the online assessments. Those who do not complete these during the specified period will be eliminated from further selection rounds. Applicants who are not able to meet the cut-off norm will be informed and eliminated from the final selection round. Generic feedback will be given in the e-mail notification to unsuccessful applicants. If an applicant wants detailed feedback on the specific psychological tests, it can be obtained from the testing company directly. Professional feedback rates will be charged by the company and this is payable by the applicant.

The department will not provide any such feedback.

Stage 3 – Final selection

- The successful applicants from stage 2 will be invited to the next assessment phase, consisting of the following:
 - o Applicants to submit a research outline according to certain guidelines provided during selection stage 3.
 - o An invitation to a formal panel interview for the final selection process.

- Apart from academic performance and availability to attend the compulsory practical work, personal attributes and the applicant's practical work environment are used as criteria during the final selection process. The mentioned criteria require fulltime employment in an IOP environment or being able to make alternative arrangements to work in such an environment. This is essential, as the majority of assignments are based on students accessing and analysing their organisations in order to engage in practical case studies, tasks and assignments.
- Based on the requirements to register as an industrial and organisational psychologist, consideration will be given to applicants who can gain access to an organisation and supervising psychologist that will enable them to complete the required internship.

Successful and unsuccessful applicants will be informed of the outcome of their applications via e-mail. Unsuccessful applicants are always welcome to apply again in the following year.

Application

Applications open on 16 August 2022 and close on 16 September 2022. Any application received after the 16th of September 2022 will not be considered.

Click here: [Master's & doctoral degrees](#)

***Applications send to the department via E-mail will NOT be considered.**

Registration

Registration period: January 2023

