

SACAP launches specialised HR management degree

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SACAP (the South African College of Applied Psychology) is again expanding its range of successful social sciences education programmes with the launch of a three-year undergraduate (BAppSocSci) degree with a specialisation in Human Resource Management (HRM).



With its combination of majors in both psychology and HRM, the new SACAP Social Sciences programme is offering students a 21st-century learning approach to the field of HR. SACAP educator and Chair of HRM Programmes at SACAP, Dr Lee Kingma, points out that it has been specifically designed to match the needs of today's workplace. "The advantage of this qualification is the solid foundation of humanistic and psychology content rather than the typical transactional HRM qualification," she says. "This course is truly groundbreaking and innovative in its approach. In today's workplace dominated by the millennial generation, there is a high demand for HR practitioners to balance the more task-orientated mindset with a humanistic approach. Tech-savvy, younger workers are asking for workplaces where they are recognised as Human Beings rather than Human Doings."

The three-year, full-time NQF 7, CHE-accredited BAppSocSci with specialisation in HRM will be offered at SACAP's Johannesburg, Cape Town and Pretoria campuses, as well as online. It encompasses 26 modules and a full-time three-month work integrated learning programme in Year 3 that includes mentoring. It is open to candidates with a National Senior Certificate (Bachelors Pass) with a minimum of 45% in English; or a Senior Certificate (with Endorsement) with a minimum of a Standard Grade pass in English; or an NQF Level 5 Certificate. Mature students of 23 years of age and older who meet the requirements of SACAP's Recognition of Prior Learning (RPL) policy may also be admitted. "The course has been designed to adhere to the standards of the South African Board for People Practices and to ensure that our graduates are well equipped to apply their knowledge in line with HRM best practices," adds Dr Kingma.

SACAP's BAppSocSci degree develops a robust theoretical and methodological understanding of the twin disciplines of human resource management and psychology embedded within an applied social science framework. The study of psychology, mental health and people in a social context will be balanced with a thorough education in the macro and micro business environments, business ethics and processes; applied human resource management strategies, policies and procedures; as well as the application of labour law and labour relations. There will also be a keen focus on understanding organisational development and individual, team and organisational change models and principles; and diversity and cross-cultural dynamics in the South African workplace context.

"This is a degree to build critical thinking skills and a deep understanding of the individual within a social and organisational

context,” says Dr Kingma. “The graduate will be well positioned for admission into an honours degree or postgraduate studies in psychology, the social sciences, or human resource management. The specialisation also incorporates essential work-ready human resource management skills for those wanting to launch a successful career.”

SACAP’s educational philosophy is student-centred and focused on providing wraparound support services to help students achieve their academic goals in unique, intimate learning environments. Successful applicants for the BAppSocSci can expect a small group classroom environment with a low student-educator ratio that optimises the academic and interpersonal dynamics of the healthy teaching and learning environment that is the trademark of SACAP.

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