

Tutorial Letter 302/4/2018

**For all modules offered by the Department
of Human Resource Management**

HRMALL6

**Semesters 1 and 2 modules, and year
modules**

Department of Human Resource Management

IMPORTANT INFORMATION

Note: This tutorial letter contains important information about your qualification and modules.

BARCODE

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Please note

It is imperative that you study this tutorial letter in detail, as it contains important information about the new programme qualification mix for the Department of Human Resource Management.

**THIS TUTORIAL LETTER IS AVAILABLE IN ENGLISH ONLY.
HIERDIE STUDIEBRIEF IS SLEGS IN ENGELS BESKIKBAAR.**

Dear Student

1 INTRODUCTION

The purpose of this tutorial letter is to inform existing and prospective students in the field of human resource management (HRM) of the new programme qualification mix (PQM) which the Department of Human Resource Management introduced in 2012 as a result of the restructuring of qualifications that was taking place at Unisa.

Some of you may have received a similar tutorial letter in previous years, but there may have been some changes since then. **This tutorial letter contains the most recent information, as approved by all the relevant parties, and replaces earlier correspondence in this regard.**

Although all the information in this tutorial letter is correct at the time of compilation, it is subject to change pending further decisions by the University, the Higher Education Quality Committee and the Council on Higher Education.

Please make sure that you read this tutorial letter carefully, especially if you are registered for one of the qualifications that are being phased out. Take note of the dates on which particular qualifications will be phased out. If you have not completed your qualification by the date indicated, you will be required to articulate/move to the new qualification and may have to complete additional modules. **We therefore encourage all students to consider moving to the new qualifications as soon as possible if there is any chance that they may not be able to complete the affected qualifications within the given time frame.**

We are very proud that our new HRM qualifications were evaluated by the South African Board for People Practices (SABPP) in 2014 and all our programmes were re-accredited for the next five years. Unisa HRM graduates therefore remain eligible to register professionally in the different categories of the SABPP.

Unisa is also the first university in South Africa to offer a comprehensive set of HRM qualifications that are fully registered and aligned to the Higher Education Qualifications Sub-Framework (HEQSF).

2 RESTRUCTURED QUALIFICATIONS

In its Higher Education Qualifications Framework (HEQF) that was published in October 2007 (*Government Gazette* No. 30353), the then Department of Education reiterated the need for a single qualifications framework that would apply to all higher education institutions. The reason cited for this was that the existence of separate, parallel qualification structures for universities and technikons hindered the articulation of programmes and students transferring between programmes and higher education institutions.

The new policy provides the basis for integrating all higher education qualifications into the National Qualifications Framework (NQF) and its structures for standards generation and quality assurance. It improves the coherence of the higher education system and facilitates the articulation of qualifications, thereby enhancing the flexibility of the system and enabling students to articulate more efficiently from one programme to another as they pursue their academic or professional careers.

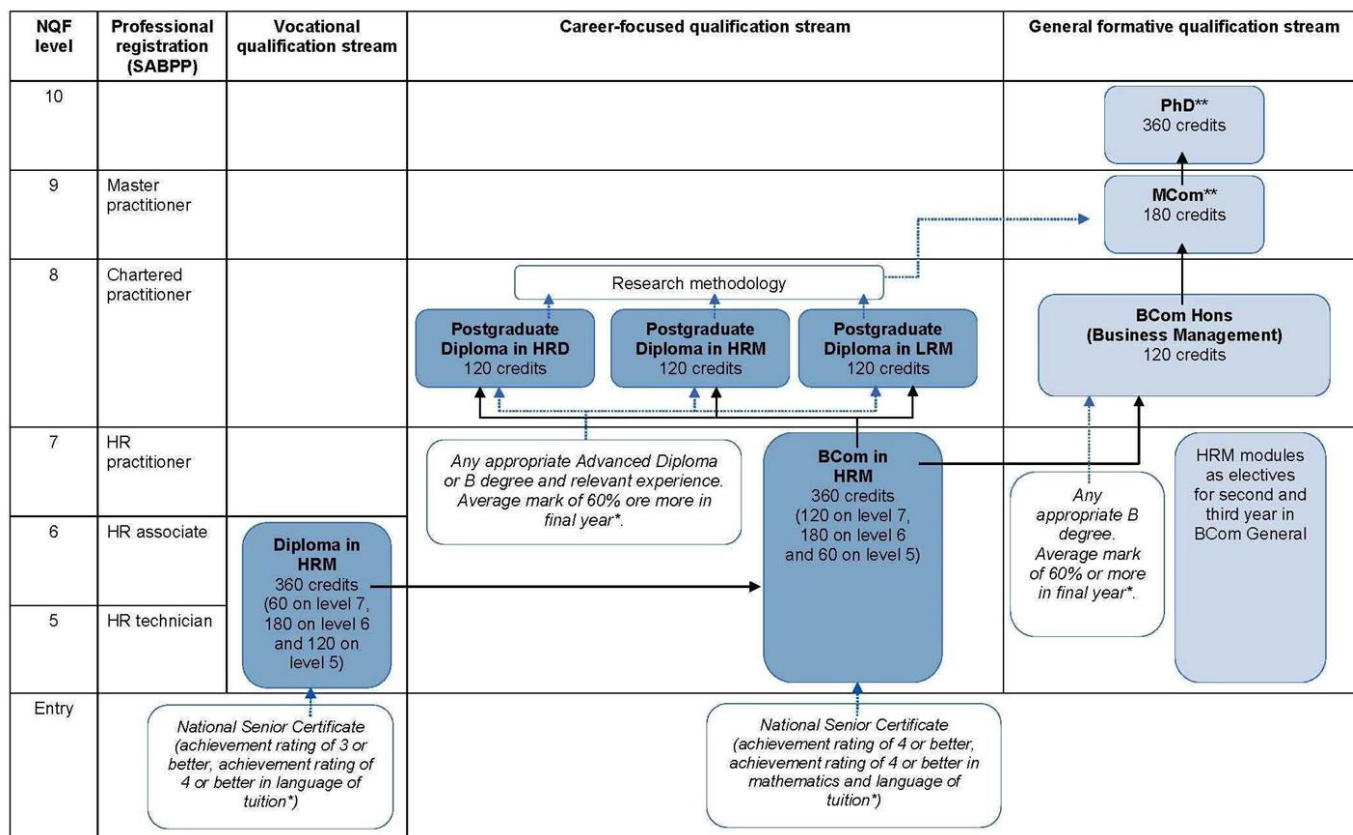
The new qualifications framework establishes common parameters and criteria for qualification design, and facilitates comparing qualifications across the system. The policy operates within the context of a single, but diverse, differentiated higher education system. It applies to all higher education programmes and qualifications offered in South Africa by both public and private institutions.

Unisa is revising all its qualifications in light of the HEQF and the HEQSF which was published in 2013. This has resulted in changes to qualifications that are currently offered, the phasing out of some existing qualifications and the introduction of new qualifications.

3 SCHEMATIC REPRESENTATION OF QUALIFICATIONS

Below is a schematic representation of the qualifications that the Department of Human Resource Management has offered since 2012. This representation shows that the qualifications comply with the competency and educational requirements of the SABPP. (Visit their website at www.sabpp.co.za for details on professional registration in the field of human resource management.)

Students who wish to enrol for a master's degree may apply to register for the MCom (Business Management). This is a research-based qualification and students can therefore choose any topic in an area related to business management, including human resource management, labour relations management and human resource development. A Doctor of Philosophy (PhD) degree was introduced in January 2016.



* Please consult the applicable Unisa registration brochures for specific admission requirements for each qualification.
 ** The Masters' and Doctorate qualifications are still in the development process and therefore subject to change. Detailed admission requirements will be set and communicated in the Unisa registration brochures

4 QUALIFICATIONS PHASED OUT/BEING PHASED OUT AND TRANSITIONAL ARRANGEMENTS

As a result of the changes to the PQM, some of the qualifications offered by the Department of Human Resource Management have been phased out and others are being phased out, while new qualifications have been introduced. The following qualifications have already been phased out and no further registrations for them are permitted:

- BTech (Human Resource Management) – BTHRM
- BTech (Human Resource Development) – BTHRD
- BTech (Labour Relations Management) – BTLRM
- MTech (Human Resource Development) – MTHRD

The following qualifications have also been phased out:

- National Diploma in Human Resource Management (NDHRM)
- BCom with specialisation in Human Resource Management (old curriculum) (qualification code: 02011 – HRM)
- BCom Honours (Business Management with specialisation in Human Resource Management) (qualification code: 05207 – HRM)

The following transitional arrangements apply to all students who have registered for the above qualifications that are being phased out. Articulation options will also be considered for students who have registered for or completed similar qualifications at other higher education institutions.

4.1 BTech (Human Resource Management)

| | |
|---|--|
| Last date for first-time registration | January 2011 |
| Final date for completion of qualification | 2012 academic year (last supplementary examination in January/February 2013) |
| New qualification to replace current qualification | None |

The articulation options for this degree are set out below.

4.1.1 *Incomplete BTech (Human Resource Management)*

No new registrations for this degree were accepted from 2012.

There are no articulation options for students who have not yet completed the BTech (Human Resource Management). These students will, however, be able to register for cognate (similar or related) modules for non-degree purposes in order to be awarded the degree if they did not complete it by the end of the 2012 academic year (including the January/February 2013 supplementary examination). The cognate modules are listed below.

| BTech (Human Resource Management) modules | Cognate modules* |
|--|-------------------------|
| ALR441R | LRM4801 |
| AMT436S | HRD4801 |
| APM432Z | HRM4801 |
| AST421B | HRM3704 |
| MNG301A | MNG3701 |
| OBE461V | IOP4862 |
| RME101Q (offered until 2018) | None |

* Cognate modules are modules that you may register for to obtain credits for your qualification instead of the modules that are being phased out. You will be able to register for the cognate module after the final phasing-out date of the module, as registration for the phased-out module will not be allowed.

Students will have until 2017 (including the January/February 2018 supplementary examination) to complete the cognate modules for this qualification. No BTech degrees will be awarded after this date.

4.1.2 Completed BTech (Human Resource Management)

Students who have completed this degree will have the opportunity to register for the MCom degree in Business Management, provided that they have completed the Research Methodology (HMEMS80) or equivalent module and meet the admission requirements and performance criteria (see the Unisa website and brochures for details).

4.2 BTech (Human Resource Development)

| | |
|---|--|
| Last date for first-time registration | January 2011 |
| Final date for completion of qualification | 2012 academic year (last supplementary examination in January/February 2013) |
| New qualification to replace current qualification | None |

The articulation options for this degree are set out below.

4.2.1 Incomplete BTech (Human Resource Development)

No new registrations for this degree were accepted from 2012.

There are no articulation options for students who have not yet completed the BTech (Human Resource Development). These students will, however, be able to register for cognate modules for non-degree purposes in order to be awarded the degree if they did not complete it by the end of the 2012 academic year (including the January/February 2013 supplementary examination). The cognate modules are listed below.

| BTech (Human Resource Development) modules | Cognate modules* |
|--|---|
| Compulsory modules | |
| AMT436S | HRD4801 |
| ODV401H | HRD4802 |
| RME101Q (offered until 2018) | None |
| TDS401H | HRD4803 |
| Electives (students have to choose any two) | |
| CBN401L | LRM4802 |
| FMA401V (offered until 2016) | The module is to continue until 2016, whereafter students will not be able to choose this elective. |
| MHB201Q | HRM2605 |
| MNI231R (offered until 2016) | The module is to continue until 2016, whereafter students will not be able to choose this elective. |
| PMN501B | None |

* Cognate modules are modules that you may register for to obtain credits for your qualification instead of the modules that are being phased out. You will be able to register for the cognate module after the final phasing-out date of the module, as registration for the phased-out module will not be allowed.

Students will have until 2017 (including the January/February 2018 supplementary examination) to complete the cognate modules for this qualification. No BTech degrees will be awarded after this date.

4.2.2 Completed BTech (Human Resource Development)

Students who have completed this degree will have the opportunity to register for the MCom degree in Business Management, provided that they have completed the Research Methodology (HMEMS80) or equivalent module and meet the admission requirements and performance criteria (see the Unisa website and brochures for details).

4.3 BTech (Labour Relations Management)

| | |
|---|--|
| Last date for first-time registration | January 2011 |
| Final date for completion of qualification | 2012 academic year (last supplementary examination in January/February 2013) |
| New qualification to replace current qualification | None |

The articulation options for this degree are set out below.

4.3.1 Incomplete BTech (Labour Relations Management)

No new registrations for this degree were accepted from 2012.

There are no articulation options for students who have not yet completed the BTech (Labour Relations Management). These students will, however, be able to register for cognate (similar or related) modules for non-degree purposes in order to be awarded the degree if they did not complete it by the end of the 2012 academic year (including the January/February 2013 supplementary examination). The cognate modules are listed below.

| BTech (Labour Relations Management) modules | Cognate modules* |
|--|-------------------------|
| Compulsory modules | |
| ALL201L | APL4801 |
| CBN401L | LRM4802 |
| LEC101L | ECS2604** |
| LRM401L | LRM4801 |
| RME101Q (offered until 2018) | None |
| Electives (students have to choose any one) | |
| APM432Z | HRM4801 |
| OBE461V | IOP4862 |

* Cognate modules are modules that you may register for to obtain credits for your qualification instead of the modules that are being phased out. You will be able to register for the cognate module after the final phasing-out date of the module, as registration for the phased-out module will not be allowed.

** Special provision will be made for students to register for ECS2604, as they will not be able to meet the prerequisites for registration (ECS1501 and ECS1601). No alternative Labour Economics module is available.

Students will have until 2017 (including the January/February 2018 supplementary examination) to complete the cognate modules for this qualification. No BTech degrees will be awarded after this date.

4.3.2 Completed BTech (Labour Relations Management)

Students who have completed this degree will have the opportunity to register for the MCom degree in Business Management, provided that they have completed the Research Methodology (HMEMS80) or equivalent module and meet the admission requirements and performance criteria (see the Unisa website and brochures for details).

4.4 National Diploma in Human Resource Management (NDHRM)

| | |
|---|--|
| Last date for first-time registration | January 2011 |
| Final date for completion of qualification | 2016 academic year (last supplementary examination in January/February 2017) |
| New qualification to replace current qualification | Diploma in Human Resource Management |

The articulation options for this diploma are set out below.

4.4.1 *Incomplete NDHRM*

No new registrations for this diploma were accepted from 2012.

As communicated in *My registration @ Unisa* and on the Unisa website, students who were registered for this qualification had to complete all the first-year modules by the end of 2014 (including the January/February or May/June 2015 supplementary examinations for qualifying students). All second-year modules had to be completed by the end of 2015 (including the January/February or May/June 2016 supplementary examinations for qualifying students) and all third-year modules had to be completed by the end of 2016 (including the January/February or May/June 2017 supplementary examinations for qualifying students).

Students who did not complete this qualification by the final date will be required to articulate to the Diploma in Human Resource Management (qualification code 98211) or the BCom (Human Resource Management) (qualification code 98307) (see *My registration @ Unisa* for details). The number of modules that may be transferred will be determined on the basis of students' individual academic records. The following credits will be considered:

| Completed NDHRM modules | Credits may be obtained for the following Diploma in Human Resource Management modules | Credits may be obtained for the following BCom (Human Resource Management) modules |
|-------------------------|--|--|
| INR131Y | LRM1501 | |
| INR251X | LRM3601 | LRM2601 |
| LLW201S/LLW2601 | LLW2601 | LLW2601 |
| LLW202T/LLW2602 | LLW2602 | LLW2602 |
| MOT141R | HRD1501 | |
| MOT201U | HRD2601 | HRD2602 |
| PMA111W | | IOP1501 |
| PMA342T | | IOP2602 |
| PMA221S | HRM1501 | HRM1501 |

4.4.2 *Completed NDHRM*

Students who have completed this diploma have to complete the Strategic Planning (MNG3701) module, after which they may register for any of the following qualifications:

- BCom Honours in Business Management
- Postgraduate Diploma in Human Resource Management
- Postgraduate Diploma in Human Resource Development
- Postgraduate Diploma in Labour Relations Management

When registering for the above qualifications, students will still have to meet the admission requirements and performance criteria (see the Unisa website and brochures for details).

4.5 BCom with specialisation in Human Resource Management (old curriculum)

| | |
|---|--|
| Last date for first-time registration | January 2011 |
| Final date for completion of qualification | 2016 academic year (last supplementary examination in May/June 2017) |
| New qualification to replace current qualification | BCom (Human Resource Management) |

The articulation options for this degree are set out below.

4.5.1 Incomplete BCom with specialisation in Human Resource Management (old curriculum)

No new registrations for the BCom with specialisation in Human Resource Management (old curriculum) were accepted from 2012.

As communicated in *My registration @ Unisa* and on the Unisa website, students who were registered for this qualification had to complete all the first-year modules by the end of 2014 (including the January/February or May/June 2015 supplementary examinations for qualifying students). All second-year modules had to be completed by the end of 2015 (including the January/February or May/June 2016 supplementary examinations for qualifying students) and all third-year modules had to be completed by the end of 2016 (including the January/February or May/June 2017 supplementary examinations for qualifying students).

Students who did not complete this qualification by the final date will be required to articulate to the Diploma in Human Resource Management (qualification code 98211) (see *My registration @ Unisa* for details). The number of modules that may be transferred will be determined on the basis of students' individual academic records. The following credits will be considered:

| Completed BCom with specialisation in Human Resource Management modules (old curriculum) | Credits may be obtained for the following BCom (Human Resource Management) modules (new curriculum) |
|---|--|
| Compulsory modules | |
| ECS1501/ECS1016 | ECS1501 |
| ECS1601/ECS1028 | ECS1601 |
| ECS2604/ECS204D | ECS2604 |
| FAC1502/ACN101M | FAC1502 |
| FAC1601/ACN102N | FAC1601 |
| FIN2601/MNF2023 | FIN2601 |
| FIN3701/MNF3015 | FIN3701 |
| HRM3705/MNH306K | HRM3705 |
| HRM3706/MNH307L | HRM3706 |
| IOP1501/IOP101M | IOP1501 |
| IOP1601/IOP102N | IOP1601 |
| IOP2602/IOP202R | IOP2602 |
| LRM2601/MNH203D | LRM2601 |
| LRM3702/MNH304H | HRM3702 |

| Completed BCom with specialisation in Human Resource Management modules (old curriculum) | Credits may be obtained for the following BCom (Human Resource Management) modules (new curriculum) |
|---|--|
| MNB1501/MNB101D | MNB1501 |
| MNB1601/MNB102E | MNB1601 |
| MNG2016/MNG2601 | MNG2601 |
| MNG3701/MNG301A | MNG3701 |
| MNH202C | HRM2601 |
| Electives | |
| HRD3702/MNH302F | HRD3702 |
| LLW201S/LLW2601 | LLW2601 |
| LLW202T/LLW2602 | LLW2602 |
| MNG3702/MNG302B | MNG3702 |

4.5.2 Completed BCom with specialisation in Human Resource Management (old curriculum)

Students who have completed this degree will have the opportunity to register for the following qualifications:

- BCom Honours in Business Management
- Postgraduate Diploma in Human Resource Management
- Postgraduate Diploma in Human Resource Development
- Postgraduate Diploma in Labour Relations Management

When registering for the above qualifications, students will still have to meet the admission requirements and performance criteria (see the Unisa website and brochures for details).

4.6 BCom Honours (Business Management with specialisation in Human Resource Management)

| | |
|---|--|
| Last date for first-time registration | January 2011 |
| Final date for completion of qualification | 2013 academic year (last examination in January/February 2014) |
| New qualification to replace current qualification | BCom Honours (Business Management) |

The articulation options for this degree are set out below.

No new registrations for the BCom Honours (Business Management with specialisation in Human Resource Management) were accepted from 2014.

Students who did not complete this qualification may articulate to the BCom Honours (Business Management) (see *My registration @ Unisa* for details). The number of modules that may be transferred will be determined on the basis of students' individual academic records and the electives they choose.

5 PHASED-OUT MODULES

The following modules have been phased out according to the Senate-approved teach-out plan.

| Modules phased out | | Cognate modules | |
|--------------------|--|-----------------|--|
| Module code | Module name | Module code | Module name |
| 2012 | | | |
| ALR441R | Advanced Industrial Relations IV | LRM4801 | Advanced Labour Relations Management |
| AMT436S | Advanced Management of Training IV | HRD4801 | Strategic Human Resource Development |
| APM432Z | Advanced Personnel Management IV | HRM4801 | Advanced Human Resource Management |
| AST421B | Strategic Human Resource Management IV | HRM3704 | Contemporary Issues in Human Resource Management |
| CBN401L | Collective Bargaining and Negotiation | LRM4802 | Collective Bargaining and Negotiation |
| HRD591M | Research Project | n/a | n/a |
| LMN101C | Labour Management I | INR131Y | Industrial Relations I (2013 only) |
| LRM401L | Labour Relations Management IV | LRM4801 | Advanced Labour Relations Management |
| MHB201Q | Human Resource Management II | HRM2605 | Human Resource Management for Line Managers |
| MNH204E | Human Resource Management and Labour Relations | HRM2605 | Human Resource Management for Line Managers |
| ODV401H | Organisational Development IV | HRD4802 | Organisation Development and Learning in the Context of Human Resource Development |
| OGM3M2D | Organisational Management III (Module 2) | HRM2605 | Human Resource Management for Line Managers |
| | | HRM2605 | Human Resource Management for Line Managers <i>(engineering students)</i> |
| | | HRM1501 | Introduction to Human Resource Management <i>(agriculture students)</i> |
| RME501H | Research Methodology V | n/a | n/a |
| TDS401H | Training and Development Strategies IV | HRD4803 | Advanced Human Resource Development |
| TDS501H | Training and Development Strategies V | n/a | n/a |
| 2013 | | | |
| INR131Y | Industrial Relations I | LRM1501 | Introduction to Labour Relations Management |
| MOT141R | Management of Training I | HRD1501 | Introduction to Human Resource Development |

| Modules phased out | | Cognate modules | |
|--------------------|-----------------------------|--------------------|---|
| Module code | Module name | Module code | Module name |
| MNH302F | Training and Development | HRD3702 | Management of Training and Development |
| PMA111W | Personnel Management I | IOP1501 | Psychological Processes in Work Context |
| 2014 | | | |
| INR251X | Industrial Relations II | LRM3601 or LRM2601 | Labour Relations Practices or Labour Relations Management: Macro |
| LRL241P | Labour Relations and Law II | LRM3601 or LRM2601 | Labour Relations Practices or Labour Relations Management: Macro |
| MOT201U | Management of Training II | HRD2601 or HRD2602 | Education, Training and Development Practices or Training and Development Practices |
| PEF131V | The Personnel Function | HRM1501 | Introduction to Human Resource Management |
| PMA221S | Personnel Management II | HRM1501 | Introduction to Human Resource Management |

The Department of Human Resource Management has identified cognate modules that students may register for to obtain credits for their qualifications instead of the modules that are being phased out. You will be able to register for the cognate module after the final phasing-out date of the module, as registration for the phased-out module will not be allowed.

6 NEW AND REVISED QUALIFICATIONS

As the schematic representation in section 3 above indicates, a number of new and revised qualifications were introduced in 2012. This new PQM includes the following:

| Qualification | General information |
|--------------------------------------|---|
| Diploma in Human Resource Management | This qualification replaces the current NDHRM. |
| BCom (Human Resource Management) | The curriculum for the BCom with specialisation in Human Resource Management (see section 4 above for the articulation options) was updated and the new curriculum was introduced in 2012. |
| BCom Honours (Business Management) | The curriculum for the BCom Honours (Business Management) (with specialisation options in various areas, such as human resource management – see section 4 above for information on the articulation options) was updated and introduced in 2012. Although specialisation HRM modules may be chosen, a BCom Honours in Business Management will be awarded. |

| Qualification | General information |
|---|---------------------|
| Postgraduate Diploma in Human Resource Management | New qualification. |
| Postgraduate Diploma in Human Resource Development | New qualification. |
| Postgraduate Diploma in Labour Relations Management | New qualification. |

The School of Management Sciences will continue to offer the current MCom (Business Management) degree, for which students may elect to do research in the field of human resource management. A Doctor of Philosophy (PhD) in Management Studies has been introduced from January 2016.

Please note that the above changes will come into effect on the stipulated date(s), subject to them being approved by the Department of Higher Education and Training and the Council on Higher Education. If there are any further changes, you will be informed accordingly.

7 ONLINE MODULES

Unisa has made a strategic decision to move towards delivering modules online. In line with this strategy, all postgraduate modules offered by the Department of Human Resource Management have been offered online since 2014. Owing to the unique content of some of the undergraduate modules, they were also offered online since 2014 (see the table below). The Department of Human Resource Management is revising the other modules with the aim of offering all its modules mainly online by 2018. See the table below for a list of the modules that will be offered online in 2018.

Offering modules online means that everything that you need to study a particular module will be available online on the myUnisa module site. It is therefore very important that you register on myUnisa and access the module site on a regular basis. You must be registered on myUnisa to be able to access your study material, submit your assignments, access various learning resources, “chat” to your lecturers and fellow students about your studies and the challenges you have, and participate in online discussion forums and blogs. By accessing the relevant myUnisa module sites, you will also have access to the study material for the modules as well as a range of additional resources.

Because we want you to be successful in the online modules, we will also give you some of the study material in printed format. This will enable you to read the core study material even if you are not online. Remember, however, that the printed material is intended as a backup to the core study material on myUnisa. This is simply so that you can have the material when you do not have access to a computer or the internet. In other words, you should NOT wait for the printed material to arrive to start studying. Access the myUnisa module site and follow the instructions to start studying.

The following modules are offered online in 2018:

| Module code | Module name |
|-------------|--|
| HRD1501 | Introduction to Human Resource Development |
| HRD2601 | Education, Training and Development Practices |
| HRD2602 | Training and Development Practices |
| HRD4801 | Strategic Human Resource Development |
| HRD4802 | Organisation Development and Learning in the Context of Human Resource Development |
| HRD4803 | Advanced Human Resource Development |
| HRM1501 | Introduction to Human Resource Management |
| HRM2602 | Human Resource Maintenance and Retention |
| HRM2603 | Compensation Practices |
| HRM2604 | Performance Management Practices |
| HRM2605 | Human Resource Management for Line Managers |
| HRM3701 | Applied Human Resource Management Competencies |
| HRM3702 | Management of Employee Well-being, Health and Safety |
| HRM3703 | HR Information Systems and Technology |
| HRM3705 | Compensation Management |
| HRM3706 | Performance Management |
| HRM4801 | Advanced Human Resource Management |
| LRM1501 | Introduction to Labour Relations Management |
| LRM2601 | Labour Relations Management: Macro |
| LRM3601 | Labour Relations Practices |
| LRM3701 | Applied Labour Relations Management Competencies |
| LRM3702 | Labour Relations Management: Micro |
| LRM4801 | Advanced Labour Relations Management |
| LRM4802 | Collective Bargaining and Negotiation |

By 2019, all the modules offered by the Department of Human Resource Management will be fully online, including HRD3702 Management of Training and Development and HRM3704 Contemporary Issues in Human Resource Management.

We are excited about the online possibilities to offer you an enhanced learning experience.

We therefore encourage you to make sure that you have access to a computer and the internet on a regular basis so that you can take full advantage of the online environment to enrich your learning experience. If you have not used myUnisa (<http://my.unisa.ac.za>) yet, we urge you to do so as it will prepare you for greater online interaction in the future.

8 FREQUENTLY ASKED QUESTIONS

Below are answers to some of the questions students frequently ask about the transition to the new PQM. If your enquiries are too specific for these general answers (and may even not be satisfactorily answered by Unisa’s advisors), you are welcome to direct any enquiries to the Department of Human Resource Management’s helpdesk at hrmacademics@unisa.ac.za or 012 429 8701.

| | Question | Answer |
|---|---|---|
| 1 | I am a third-year student for the National Diploma and will not finish in time. What are my options? | You had to complete the Diploma before the end of 2016. All first-year modules had to be completed by the end of 2014, second-year modules by the end of 2015 and third-year modules by the end of 2016. If you did not complete the Diploma by 2016, you will no longer be able to do so. You will have to register for the Diploma in Human Resource Management or the BCom (Human Resource Management). The number of modules that you may transfer will be determined based on your academic record. See section 4.4.1 above for the credits that may be considered. |
| 2 | Will I be able to do the new Postgraduate Diploma after completing the “old” National Diploma? | You have to do the Strategic Planning (MNG3701) module, after which you may register for the BCom Honours (Business Management) or the Postgraduate Diploma (see section 4.4.2 above). |
| 3 | Will my National Diploma become obsolete? | No, the National Diploma will not become obsolete. It will retain its full academic value and relevance in accordance with its registration and accreditation by the South African Qualifications Authority (SAQA), the Higher Education Quality Committee and the NQF. Its status for the purpose of professional registration with the SABPP will also remain unchanged. |
| 4 | Will I be able to articulate to the BCom degree with my National Diploma or will I need the Diploma in Human Resource Management to move to the BCom stream? | Yes, you will be able to articulate to the BCom degree. However, no more than 50% of the credits will be granted for completed qualifications. The purpose and learning outcomes of the National Diploma differ significantly from those of the BCom qualifications and, since the curriculum of the National Diploma consists of year modules and that of the BCom of semester modules with different credit values (one credit = 10 notional hours of study), granting credits for individual modules is quite complex. See section 4.4.1 for the credits that may be considered. |
| 5 | I am busy with my BTech degree but don’t think I will complete it in the stipulated period. What will happen to my studies? | If you did not complete the curriculum by 2012, you will have to register for non-degree purposes for equivalent modules of the Postgraduate Diploma (see the cognate modules listed in section 4 above). Once you have passed these modules, you will receive credit for the required BTech module(s) and graduate with the BTech degree until 2017 (including the January/February 2018 examination and May/June 2018 supplementary examination). |
| 6 | I completed the BTech degree and want to study further in the HR field. Since the MTech qualification stream will no longer exist in the HEQF, what are my options? | With the discontinuation of the MTech specialist programmes, the current options for postgraduate studies in the HRM field are limited to the BCom Honours (Business Management) (for which you may elect HRM modules) and the MCom (Business Management) and PhD programmes (for which you may elect to conduct research in the field of |

| | Question | Answer |
|---|---|---|
| | | human resource management). Admission to the MCom programme from the BTech is possible; each applicant will be considered on the basis of his/her individual merit and academic record to determine possible prerequisites for meeting the entry requirements. |
| 7 | If I registered for the “old curriculum” of the BCom in 2011 and I know I will not finish by the official date for completion, will I have to change over to the new curriculum? Also, will I receive credit for the modules I completed? | From 2012, you may at any time choose to articulate to the BCom (Human Resource Management) provided that you meet the relevant admission requirements. The number of modules that you may transfer will be determined by your academic record. See section 4.5.1 for the credits that may be considered. |
| 8 | I am busy with my Honours degree and don't know if I will finish in the “teach-out” period. If I have to change to the new Honours programme, will I have to do the research proposal and research report? | From 2012, you may articulate to the BCom Honours (Business Management) provided that you meet the relevant admission requirements. The number of modules that you may transfer will be determined by your academic record. You will have to complete the research methodology module, the research proposal and the research report that form part of the curriculum of the new qualification. |

9 CONCLUDING REMARKS

We assure you that Unisa continues to offer a comprehensive range of HEQSF aligned and accredited high-quality HRM qualifications that are relevant to the South African context and benchmarked against the competency requirements for the different levels of professional registration with the SABPP and international best-practice standards. The new qualifications fully address industry, business and market needs.

We invite you to join us on this journey to achieve your academic and career goals in this exciting field!

Dr JC Diedericks

**ACTING CHAIR OF DEPARTMENT
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
UNISA**